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ABSTRACT

This survey provides current data for school directors and administrators to examine the policies of compensation for professional personnel in the suburban Philadelphia area. The report contains three sections: a) salaries of teachers, b) salaries of instructional specialists, and c) salaries of administrative and supervisory personnel. Mean salaries of classroom teachers in the seven reporting districts of Philadelphia range from \$12,345 to \$8,625 depending upon both the district and qualifications of the teacher. Approximately 43 percent of teachers hold advanced degrees, and the median salary of the sample is \$10,720. Salaries of administrators and directors range from \$39,000 to \$11,000 depending on the position. The problems and confusions of the wage-price freeze have created tensions between school districts and their employees. Further study of the situation will hopefully lead to a sound compensation program that will effectively attract and maintain an adequate and qualified staff of competent personnel. (Related document SP 005 649 is a salary study by the Philadelphia area.) (MJM)

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ELEVENTH ANNUAL SALARY SURVEY
PHILADELPHIA SUBURBAN SCHOOL STUDY COUNCIL

GROUP A

DECEMBER 1971

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INTRODUCTION

The Eleventh Annual Salary Survey provides current data for school directors and administrators wishing to examine their own practices for the compensation of professional personnel in other districts in Group A of the Philadelphia Suburban School Study Council. The Report consists of three sections: salaries of teachers; salaries of instructional specialists; and salaries of administrative and supervisory personnel.

Obviously, compensation programs for professional personnel in our schools are intertwined with the entire complex of financial factors that affect all communities. The problems and tensions caused nationally by the recent wage-price freeze have compounded the tensions between school districts and their employees in Pennsylvania that followed the passage of Act 195. The latter was a turning point in these relations, and its effects have yet to be fully measured. It is evident that school districts responsible for the control of schools are confronted with a highly difficult challenge in developing a sound compensation program that will be effective in attracting and maintaining an adequately balanced staff of qualified and competent personnel to serve the children in their communities.

The Study Council gratefully acknowledges the work of David A. Johnston and Richard Johnston, who originated the survey for Group A in 1960 and conducted it until 1965. On behalf of the Council, the Study Council wishes to thank graduate assistants John W. Kinnikin and Gerald A. Hedges, who organized and coordinated the production of the current report with the assistance of Martin L. Stamm and Michael L. Stamm.

Matthew J. Pillard
Executive Director
Philadelphia Suburban School Study Council

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of the current report with the assistance of Martin L. Stamm and Michael Kirsch.

Matthew J. Pillard
Executive Director
Philadelphia Suburban School Study Council

PART I

SALARIES OF TEACHERS

PART I
TEACHERS' SALARIES

Median salaries of classroom teachers, in the seven reporting districts of the Philadelphia Suburban School Study Council-Group A- range from \$12,345 in the highest ranking district, to \$8,625 in the lowest ranking district. (TABLE 2)

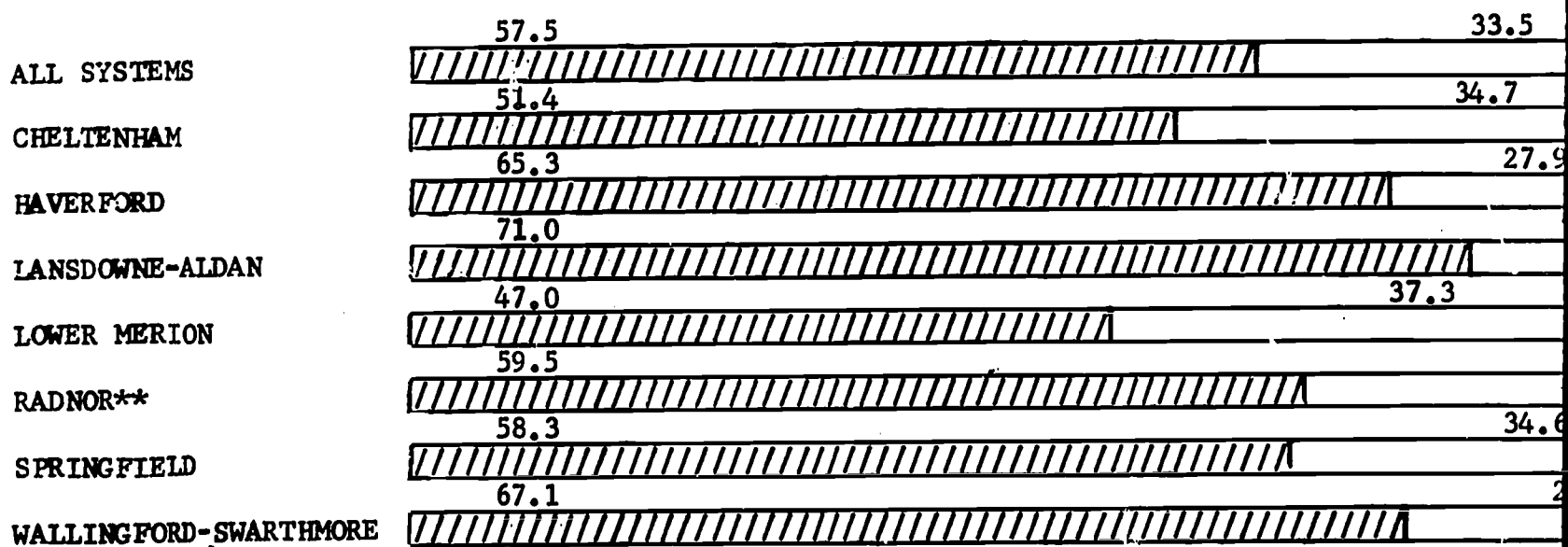
Median salaries of teachers vary with educational qualifications. (FIGURE 7) Approximately 43 per cent of all teachers hold advanced degrees and credits, an increase of about 7 per cent over last year. The salary differentials also relate to the greater length of service of teachers with advanced degrees. (FIGURE 6) There are wide variations among the reporting districts' median salary differentials associated with advanced preparation. (FIGURES 3,4,5)

More than two fifths of the teachers in the Group A districts have taught fewer than five years (FIGURE 2); one teacher in four has taught for more than fifteen years.

The median salary of all teachers in the sample is \$10,720.

FIGURE 1

PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS



**Radnor School District has no separate salary schedule for Master's and Master's plus 30.

KEY:

BACHELOR'S OR LESS

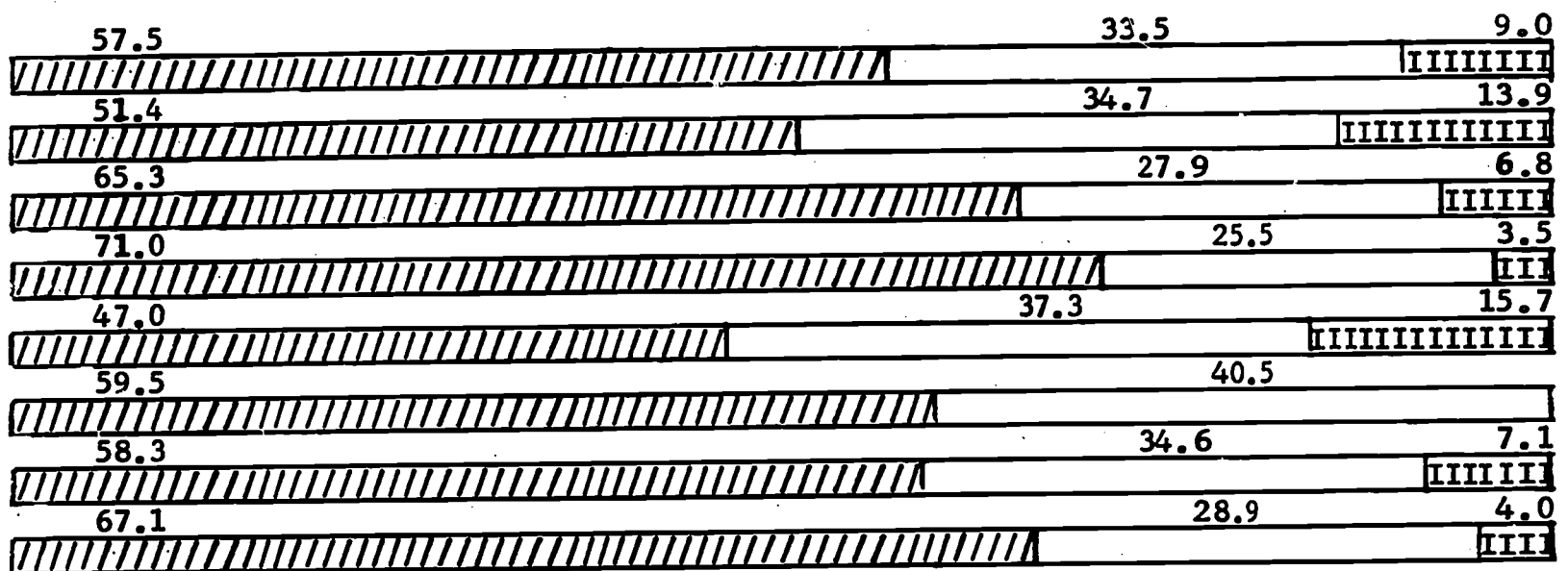
MASTER'S

MAS



FIGURE 1

PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS



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BACHELOR'S OR LESS

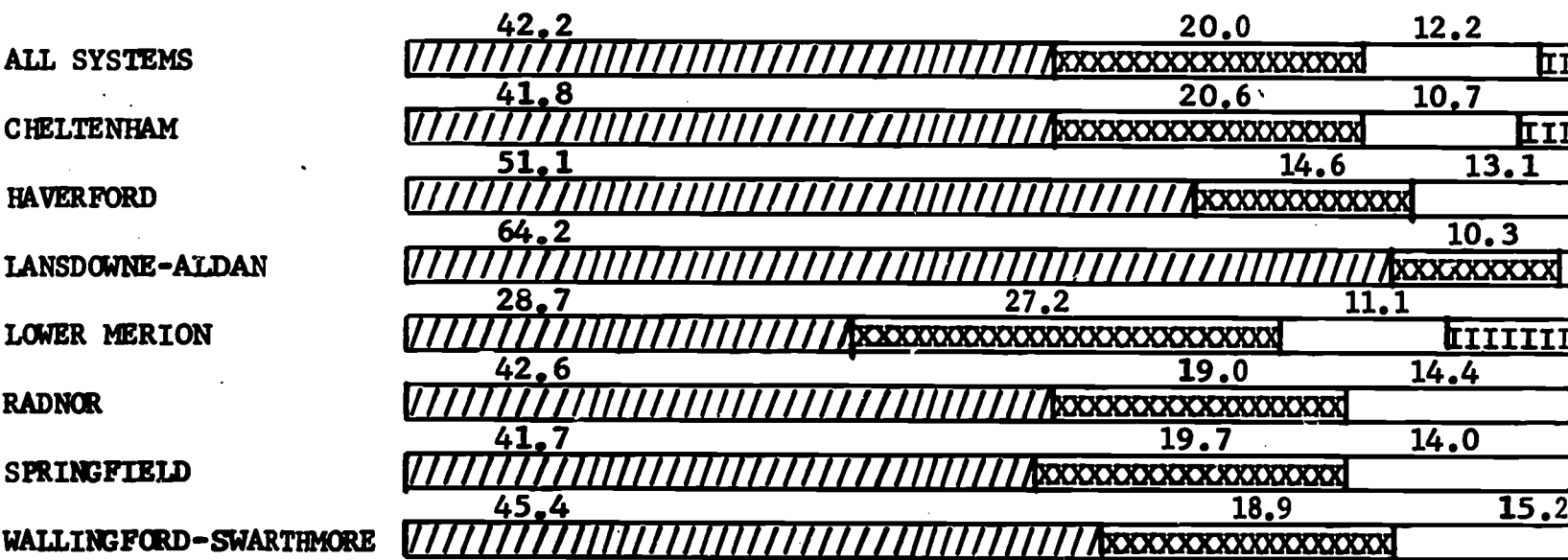
MASTER'S

MASTER'S + 30



FIGURE 2

PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS



KEY: 0 - 5 YRS. 6-- 10 YRS. 11 - 15 YRS. 16 + YRS.

FIGURE 2

PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS

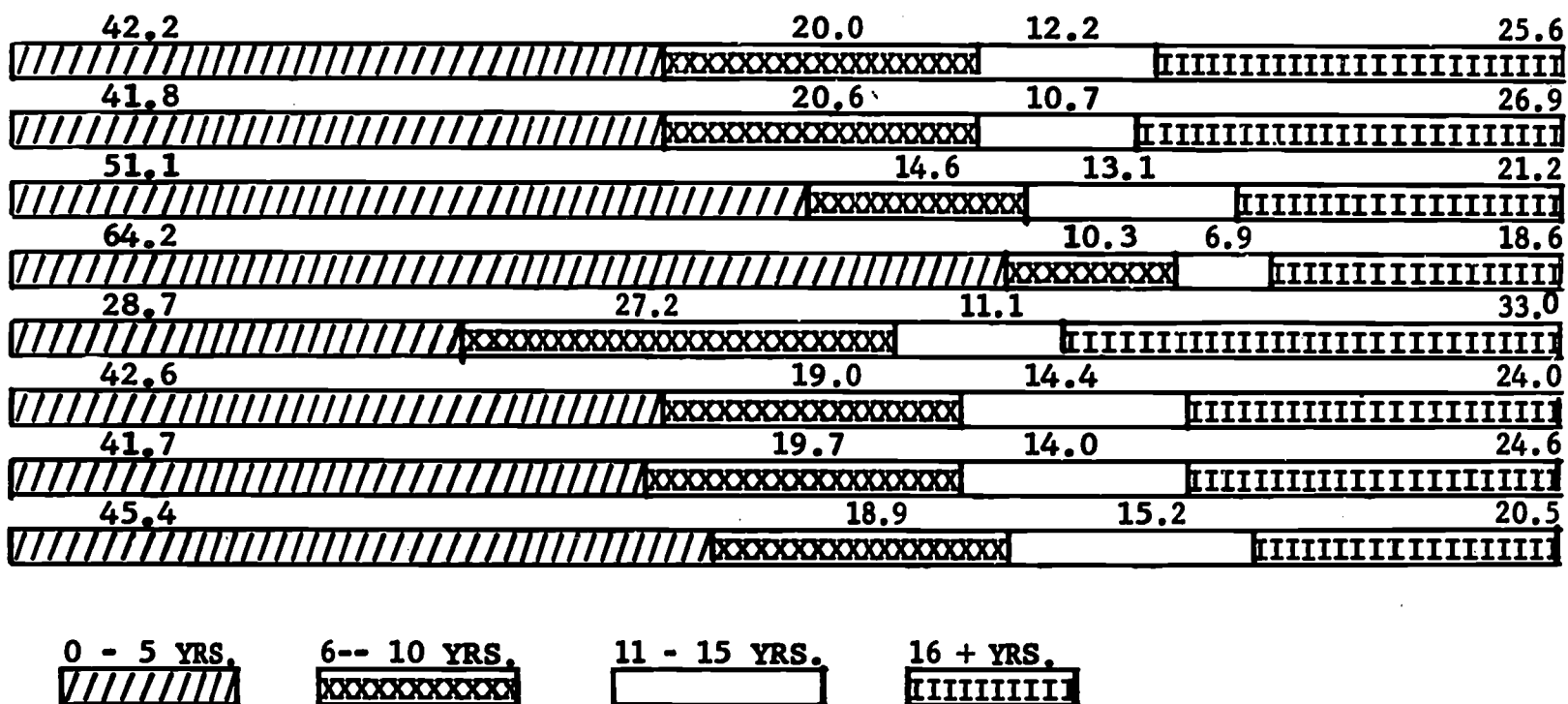


TABLE I

SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS
AT SELECTED EDUCATION EXPERIENCE
1971-72

| School District | | 0-5 yrs. | 6-10 yrs. | 11-15 yrs. |
|-------------------------|---------|----------|-----------|------------|
| CHELTENHAM | highest | 10,150 | 12,750 | 17,100 |
| | median | 8,533 | 10,579 | 13,700 |
| | lowest | 7,400 | 9,250 | 11,800 |
| HAVERFORD | highest | 12,950 | 13,325 | 14,655 |
| | median | 8,184 | 10,090 | 12,331 |
| | lowest | 7,300 | 8,220 | 9,775 |
| IANSLOWNE-ALDAN | highest | 9,550 | 12,150 | 13,100 |
| | median | 7,850 | 10,125 | 11,500 |
| | lowest | 7,300 | 9,100 | 10,600 |
| LOWER MERION | highest | 11,500 | 15,300 | 16,000 |
| | median | 9,643 | 11,674 | 13,761 |
| | lowest | 8,100 | 10,000 | 11,650 |
| RADNOR | highest | 14,300 | 11,700 | 14,200 |
| | median | 8,802 | 10,847 | 12,000 |
| | lowest | 7,300 | 9,400 | 11,100 |
| SPRINGFIELD | highest | 10,100 | 13,500 | 14,900 |
| | median | 8,307 | 11,087 | 12,440 |
| | lowest | 7,400 | 8,300 | 11,700 |
| WALLINGFORD-SWARTH-MORE | highest | 10,900 | 13,903 | 13,784 |
| | median | 8,315 | 10,521 | 11,750 |
| | lowest | 7,300 | 8,300 | 10,647 |

TABLE I

SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS
AT SELECTED EDUCATION EXPERIENCE
1971-72

| | 0-5 yrs. | 6-10 yrs. | 11-15 yrs. | 16 + yrs. |
|-----------|----------|-----------|------------|-----------|
| highest | 10,150 | 12,750 | 17,100 | 17,100 |
| median | 8,533 | 10,579 | 13,700 | 14,815 |
| lowest | 7,400 | 9,250 | 11,800 | 11,800 |
| highest | 12,950 | 13,325 | 14,655 | 15,950 |
| median | 8,184 | 10,090 | 12,331 | 13,738 |
| lowest | 7,300 | 8,220 | 9,775 | 10,345 |
| highest | 9,550 | 12,150 | 13,100 | 14,650 |
| median | 7,850 | 10,125 | 11,500 | 14,019 |
| lowest | 7,300 | 9,100 | 10,600 | 10,600 |
| highest | 11,500 | 15,300 | 16,000 | 19,100 |
| median | 9,643 | 11,674 | 13,761 | 16,408 |
| lowest | 8,100 | 10,000 | 11,650 | 13,500 |
| highest | 14,300 | 11,700 | 14,200 | 15,500 |
| median | 8,802 | 10,847 | 12,000 | 13,904 |
| lowest | 7,300 | 9,400 | 11,100 | 11,400 |
| highest | 10,100 | 13,500 | 14,900 | 16,000 |
| median | 8,307 | 11,087 | 12,440 | 13,632 |
| lowest | 7,400 | 8,300 | 11,700 | 11,400 |
| highest | 10,900 | 13,903 | 13,784 | 16,000 |
| H- median | 8,315 | 10,521 | 11,750 | 12,893 |
| lowest | 7,300 | 8,300 | 10,647 | 11,350 |

TABLE 2

**MEDIAN SALARIES FOR ALL TEACHERS
1962-63 THROUGH 1971-72**

| DISTRICT | 1962-63 MEDIAN RANK | 1963-64 MEDIAN RANK | 1964-65 MEDIAN RANK | 1965-66 MEDIAN RANK |
|------------------------------|------------------------|------------------------|------------------------|------------------------|
| ABINGTON | 6800 2 | 7147 2 | 7247 3 | 7268 |
| CHELTENHAM | 6604 3 | 7058 3 | 7348 1 | 7554 |
| HAVERFORD | 5522 9 | 5880 9 | 6353 9 | 6570 |
| LANSDOWNE-ALDAN | 5433 10 | 5769 10 | 6225 10 | 6560 |
| LOWER MERION | 6806 1 | 7168 1 | 7314 2 | 7374 |
| NORRISTOWN | 6246 7 | 6530 6 | 6638 8 | 6554 |
| RADNOR | 6480 4 | 6688 4 | 7050 5 | 7414 |
| SPRINGFIELD TWP. | 6054 8 | 6521 7 | 7038 6 | 7283 |
| UPPER DARBY | 6458 5 | 6622 5 | 7200 4 | 7036 |
| WALLINGFORD-SWARTHMORE ***** | 6266 6 | 6069 8 | 6840 7 | 7220 |

| DISTRICT | 1967-68 MEDIAN RANK | 1968-69 MEDIAN RANK | 1969-70 MEDIAN RANK | 1970-71 MEDIAN RANK |
|------------------------------|------------------------|------------------------|------------------------|------------------------|
| ABINGTON | 8105 3.5 | 8590 3 | 9500 3 | 9985 |
| CHELTENHAM | 8105 3.5 | 8575 4 | 9089 5 | 9279 |
| HAVERFORD | 7408 9 | 8165 7 | 8384 9 | 8795 |
| LANSDOWNE-ALDAN | 7340 10 | 7399 10 | 7874 10 | 8229 |
| LOWER MERION | 8239 2 | 8417 5 | 10195 1 | 10950 |
| NORRISTOWN | 7529 8 | 8001 9 | 8495 8 | 8631 |
| RADNOR | 7949 6 | 8383 6 | 9308 4 | 10114 |
| SPRINGFIELD TWP. | 7637 7 | 8112 8 | 8645 7 | 10016 |
| UPPER DARBY | 8350 1 | 8614 2 | 9056 6 | 9303 |
| WALLINGFORD-SWARTHMORE ***** | 8100 5 | 8672 1 | 9521 2 | 10100 |

***** Figures given for the Wallingford-Swarthmore District from 1962-63 up to and including 1970-71 reported to the Group A Salary Survey by the Swarthmore-Rutledge District.

TABLE 2

**MEDIAN SALARIES FOR ALL TEACHERS
1962-63 THROUGH 1971-72**

| | 1962-63 | | 1963-64 | | 1964-65 | | 1965-66 | | 1966-67 | |
|-----------|---------|------|---------|------|---------|------|---------|------|---------|------|
| | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK |
| | 6800 | 2 | 7147 | 2 | 7247 | 3 | 7268 | 1 | 7833 | 2 |
| | 6604 | 3 | 7058 | 3 | 7348 | 1 | 7554 | 2 | 8060 | 1 |
| | 5522 | 9 | 5880 | 9 | 6353 | 9 | 6570 | 8 | 6904 | 9 |
| | 5433 | 10 | 5769 | 10 | 6225 | 10 | 6560 | 9 | 6775 | 10 |
| | 6806 | 1 | 7168 | 1 | 7314 | 2 | 7374 | 4 | 7704 | 3 |
| | 6246 | 7 | 6530 | 6 | 6638 | 8 | 6554 | 10 | 7080 | 8 |
| | 6480 | 4 | 6688 | 4 | 7050 | 5 | 7414 | 3 | 7450 | 6 |
| | 6054 | 8 | 6521 | 7 | 7038 | 6 | 7283 | 5 | 7260 | 7 |
| | 6458 | 5 | 6622 | 5 | 7200 | 4 | 7036 | 7 | 7653 | 4 |
| ORE ***** | 6266 | 6 | 6069 | 8 | 6840 | 7 | 7220 | 6 | 7600 | 5 |

| | 1967-68 | | 1968-69 | | 1969-70 | | 1970-71 | | 1971-72 | |
|-----------|---------|------|---------|------|---------|------|---------|------|---------|------|
| | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK | MEDIAN | RANK |
| | 8105 | 3.5 | 8590 | 3 | 9500 | 3 | 9985 | 5 | | |
| | 8105 | 3.5 | 8575 | 4 | 9089 | 5 | 9279 | 7 | 10203 | 4 |
| | 7408 | 9 | 8165 | 7 | 8384 | 9 | 8795 | 9 | 9500 | 6 |
| | 7340 | 10 | 7399 | 10 | 7874 | 10 | 8229 | 11 | 8625 | 7 |
| | 8239 | 2 | 8417 | 5 | 10195 | 1 | 10950 | 1 | 12435 | 1 |
| | 7529 | 8 | 8001 | 9 | 8495 | 8 | 8631 | 10 | | |
| | 7949 | 6 | 8383 | 6 | 9308 | 4 | 10114 | 2 | 10736 | 3 |
| | 7637 | 7 | 8112 | 8 | 8645 | 7 | 10016 | 4 | 10956 | 2 |
| | 8350 | 1 | 8614 | 2 | 9056 | 6 | 9303 | 6 | | |
| ORE ***** | 8100 | 5 | 8672 | 1 | 9521 | 2 | 10100 | 3 | 9850 | 5 |

for the Wallingford-Swarthmore District from 1962-63 up to and including 1970-71 are those
the Group A Salary Survey by the Swarthmore-Rutledge District.

TABLE 3

CUMULATIVE PERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL

| SALARY LEVEL | C | H | L-A | LM | R | S | W-S |
|------------------|-------|-------|-------|-------|-------|-------|-------|
| \$17,000 & Above | 0.9 | | | 11.8 | | | |
| 16,500 - 16,999 | 3.4 | | | 14.4 | | | |
| 16,000 - 16,499 | 7.8 | | | 26.4 | | 0.5 | 0.4 |
| 15,550 - 15,999 | 14.8 | 2.1 | | 28.0 | 1.7 | 0.5 | 0.4 |
| 15,000 - 15,499 | 19.0 | 6.7 | | 29.3 | 3.0 | 1.9 | 1.2 |
| 14,500 - 14,999 | 22.1 | 9.0 | 0.7 | 31.7 | 6.8 | 5.2 | 2.8 |
| 14,000 - 14,499 | 26.3 | 10.4 | 9.7 | 33.8 | 11.8 | 6.6 | 5.6 |
| 13,500 - 13,999 | 26.5 | 13.5 | 13.1 | 42.1 | 18.1 | 18.0 | 9.2 |
| 13,000 - 13,499 | 28.5 | 16.1 | 15.9 | 45.0 | 22.8 | 21.13 | 12.0 |
| 12,500 - 12,999 | 29.7 | 19.1 | 15.9 | 49.3 | 26.2 | 2.51 | 15.7 |
| 12,000 - 12,499 | 35.0 | 25.3 | 18.6 | 54.6 | 30.4 | 38.6 | 22.9 |
| 11,500 - 11,999 | 43.3 | 30.0 | 22.8 | 59.4 | 37.6 | 42.4 | 30.5 |
| 11,000 - 11,499 | 45.0 | 32.6 | 24.8 | 66.2 | 46.0 | 49.5 | 37.8 |
| 10,500 - 10,999 | 48.5 | 38.3 | 29.7 | 74.2 | 53.6 | 55.0 | 45.8 |
| 10,000 - 10,499 | 51.0 | 42.3 | 31.0 | 82.7 | 56.1 | 57.8 | 48.2 |
| 9,500 - 9,999 | 58.6 | 50.0 | 38.6 | 86.8 | 61.6 | 60.7 | 54.2 |
| 9,000 - 9,499 | 66.2 | 56.3 | 40.7 | 91.5 | 74.7 | 64.9 | 63.5 |
| 8,500 - 8,999 | 80.1 | 64.0 | 53.1 | 97.1 | 84.8 | 71.6 | 72.3 |
| 8,000 - 8,499 | 89.9 | 80.6 | 58.6 | 100.0 | 91.6 | 90.5 | 85.1 |
| 7,500 - 7,999 | 95.1 | 88.9 | 89.7 | | 94.1 | 96.7 | 97.2 |
| 7,000 - 7,499 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 |
| 6,500 - 6,999 | | | | | | | |
| Below 6,500 | | | | | | | |

TABLE 3

CUMULATIVE PERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL

| C | H | L-A | LM | R | S | W-S | ALL DISTRICTS |
|-------|-------|-------|-------|-------|-------|-------|------------------|
| 0.9 | | | 11.8 | | | | 3.1 |
| 3.4 | | | 14.4 | | | | 4.1 |
| 7.8 | | | 26.4 | | 0.5 | 0.4 | 8.0 |
| 14.8 | 2.1 | | 28.0 | 1.7 | 0.5 | 0.4 | 10.2 |
| 19.0 | 6.7 | | 29.3 | 3.0 | 1.9 | 1.2 | 12.4 |
| 22.1 | 9.0 | 0.7 | 31.7 | 6.8 | 5.2 | 2.8 | 15.0 |
| 26.3 | 10.4 | 9.7 | 33.8 | 11.8 | 6.6 | 5.6 | 18.1 |
| 26.5 | 13.5 | 13.1 | 42.1 | 18.1 | 18.0 | 9.2 | 23.4 |
| 28.5 | 16.1 | 15.9 | 45.0 | 22.8 | 21.13 | 12.0 | 26.3 |
| 29.7 | 19.1 | 15.9 | 49.3 | 26.2 | 2.51 | 15.7 | 29.3 |
| 35.0 | 25.3 | 18.6 | 54.6 | 30.4 | 38.6 | 22.9 | 35.5 |
| 43.3 | 30.0 | 22.8 | 59.4 | 37.6 | 42.4 | 30.5 | 41.3 |
| 45.0 | 32.6 | 24.8 | 66.2 | 46.0 | 49.5 | 37.8 | 46.5 |
| 48.5 | 38.3 | 29.7 | 74.2 | 53.6 | 55.0 | 45.8 | 52.8 |
| 51.0 | 42.3 | 31.0 | 82.7 | 56.1 | 57.8 | 48.2 | 57.0 |
| 58.6 | 50.0 | 38.6 | 86.8 | 61.6 | 60.7 | 54.2 | 62.8 |
| 66.2 | 56.3 | 40.7 | 91.5 | 74.7 | 64.9 | 63.5 | 69.5 |
| 80.1 | 64.0 | 53.1 | 97.1 | 84.8 | 71.6 | 72.3 | 78.4 |
| 89.9 | 80.6 | 58.6 | 100.0 | 91.6 | 90.5 | 85.1 | 88.3 |
| 95.1 | 88.9 | 89.7 | | 94.1 | 96.7 | 97.2 | 95.2 |
| 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 |
| | | | | | | | |
| | | | | | | | |

FIGURE 3

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

| 0 - 5 YEARS | | | | | | | | | | | | | | 6 - 10 | | | |
|-------------|----|-----|----|----|----|-----|-------|-----------------|-------|------|-----|-----|----|--------|--|----|--|
| C | H | L-A | LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | | | | |
| | | | | 1 | | | 1 | \$14,000-14,499 | | | | | | | | | |
| | | | | | | | | 13,500-13,999 | 2 | | | | | | | 2 | |
| | | | | | | | | 13,000-13,499 | 3 | | | | | | | 3 | |
| | | | | | | | | 12,500-12,999 | 5 | | | | | | | 5 | |
| | | | | | | | | 12,000-12,499 | 13 | | | | | | | 12 | |
| | | | | | | | | 11,500-11,999 | 13 | 2 | 1 | | | | | 10 | |
| | | | 2 | | | | 2 | 11,000-11,499 | 28.75 | 4 | .75 | | | | | 15 | |
| | | | 3 | | | 1 | 4 | 10,500-10,999 | 49.1 | 4.6 | 1 | 2 | | | | 23 | |
| | | | 27 | | | | 27 | 10,000-10,499 | 27 | 5 | 7 | 2 | | | | 4 | |
| | | | 19 | 3 | | 3 | 25 | 9,500- 9,999 | 32.5 | 6.5 | 13 | 4 | | | | | |
| | 10 | 1 | 24 | 20 | 3 | 6 | 64 | 9,000- 9,499 | 28.6 | 11.6 | 5 | 2 | | | | | |
| 45 | 23 | 15 | 22 | 18 | 11 | 19 | 153 | 8,500- 8,999 | 1 | | 1 | | | | | | |
| 32.3 | 57 | 6 | 15 | 13 | 38 | 30 | 191.3 | 8,000- 8,499 | 2 | | | | | | | | |
| 17.7 | 29 | 44 | | 6 | 13 | 29 | 138.7 | 7,500- 7,999 | | | | | | | | | |
| 17.8 | 39 | 15 | | 14 | 7 | 7 | 99.8 | 7,000- 7,499 | | | | | | | | | |

FIGURE 3

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

RS

6 - 10 YEARS

| | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
|---|----|----|-----|-------|-----------------|-------|------|-----|-----|----|----|-----|-----|
| 1 | 1 | | | 1 | \$14,000-14,499 | | | | | | | | |
| | | | | | 13,500-13,999 | 2 | | | | 2 | | | |
| | | | | | 13,000-13,499 | 3 | | | | 3 | | | |
| | | | | | 12,500-12,999 | 5 | | | | 5 | | | |
| | | | | | 12,000-12,499 | 13 | | | | 12 | | | 1 |
| | | | | | 11,500-11,999 | 13 | 2 | 1 | | 10 | | | |
| 2 | | | | 2 | 11,000-11,499 | 28.75 | 4 | .75 | | 15 | 4 | 4 | 1 |
| 3 | | | 1 | 4 | 10,500-10,999 | 49.1 | 4.6 | 1 | 2 | 23 | 10 | 3.5 | 5 |
| | | | | 27 | 10,000-10,499 | 27 | 5 | 7 | 2 | 4 | 4 | 3 | 2 |
| 7 | 3 | | 3 | 25 | 9,500- 9,999 | 32.5 | 6.5 | 13 | 4 | | 1 | 2 | 6 |
| 2 | 20 | 3 | 6 | 64 | 9,000- 9,499 | 28.6 | 11.6 | 5 | 2 | | 1 | 1 | 8 |
| 2 | 18 | 11 | 19 | 153 | 8,500- 8,999 | 1 | | 1 | | | | | |
| 5 | 13 | 38 | 30 | 191.3 | 8,000- 8,499 | 2 | | | | | | 1 | 1 |
| | 6 | 13 | 29 | 138.7 | 7,500- 7,999 | | | | | | | | |
| | 14 | 7 | 7 | 99.8 | 7,000- 7,499 | | | | | | | | |

FIGURE 3 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

11 - 15 YEARS

| C | H | L-A | LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A |
|-----|---|-----|----|---|------|-----|------|-----------------|-----|---|----|-----|
| | | | | | | | | \$14,500-14,999 | 6 | | | |
| | | | 2 | | | | 2 | 14,000-14,499 | 11 | | | |
| | | | 16 | | | | 16 | 13,500-13,999 | 26 | | | |
| | | | 3 | 2 | | | 5 | 13,000-13,499 | 12 | 6 | | |
| 1 | | | 6 | 1 | | | 8 | 12,500-12,999 | 14 | 2 | | |
| 5 | | | 1 | 5 | 14.5 | 6 | 31.5 | 12,000-12,499 | 48 | 9 | 14 | 2 |
| 9.5 | 3 | 1 | 1 | 7 | 2 | 4 | 27.5 | 11,500-11,999 | 26 | 6 | 7 | 3 |
| | 1 | 3 | | 2 | | 9 | 15 | 11,000-11,499 | 7 | | | |
| | 5 | 2 | | | | 4 | 11 | 10,500-10,999 | 7 | | 6 | 1 |
| | 1 | | | | | | 1 | 10,000-10,499 | 2 | | 2 | |
| | 3 | | | | | | 3 | 9,500- 9,999 | | | | |

FIGURE 3 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

| 15 YEARS | | | | | 16 + YEARS | | | | | | | | |
|----------|---|------|-----|------|-----------------|-----|---|----|-----|----|---|----|-----|
| LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
| | | | | | \$14,500-14,999 | 6 | | | | 2 | 4 | | |
| 2 | | | | 2 | 14,000-14,499 | 11 | | | | 6 | 5 | | |
| 16 | | | | 16 | 13,500-13,999 | 26 | | | | 19 | 6 | | 1 |
| 3 | 2 | | | 5 | 13,000-13,499 | 12 | 6 | | | | 5 | 1 | |
| 6 | 1 | | | 8 | 12,500-12,999 | 14 | 2 | | | | 3 | 2 | 7 |
| 1 | 5 | 14.5 | 6 | 31.5 | 12,000-12,499 | 48 | 9 | 14 | 2 | | 3 | 14 | 6 |
| 1 | 7 | 2 | 4 | 27.5 | 11,500-11,999 | 26 | 6 | 7 | 3 | | 2 | 1 | 7 |
| | 2 | | 9 | 15 | 11,000-11,499 | 7 | | | | | 1 | 2 | 4 |
| | | | 4 | 11 | 10,500-10,999 | 7 | | 5 | 1 | | | | |
| | | | | 1 | 10,000-10,499 | 2 | | 2 | | | | | |
| | | | | 3 | 9,500- 9,999 | | | | | | | | |

FIGURE 4

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A
TEACHERS WITH MASTER'S DEGREE

| 0 - 5 YEARS | | | | | | | ALL | Salary Range | ALL | C | H | L |
|-------------|-----|-----|----|----|---|-----|-------|-----------------|-------|-----|------|---|
| C | H | L-A | LM | R | S | W-S | | | | | | |
| | | | | | | | | \$15,000-15,499 | 2 | | | |
| | | | | | | | | 14,500-14,999 | 1 | | | |
| | | | | | | | | 14,000-14,499 | | | | |
| | | | | | | | | 13,500-13,999 | 1 | | | |
| | | | | | | | | 13,000-13,499 | 7 | | 2 | |
| 1 | | | | | | | 1 | 12,500-12,999 | 10 | | | |
| | | | | | | | | 12,000-12,499 | 20 | 5 | | |
| | | | 1 | | | | 1 | 11,500-11,999 | 34.5 | 8.5 | 1 | |
| | | | 1 | | | | 1 | 11,000-11,499 | 44.75 | 2 | 3.75 | |
| | .75 | | 12 | | | 1 | 13.75 | 10,500-10,999 | 43 | 8 | 7 | |
| | 2 | | 12 | 1 | 3 | | 18 | 10,000-10,499 | 9 | 3 | 2 | |
| 9.4 | 6 | 6 | 2 | 6 | 4 | 5 | 38.4 | 9,500- 9,999 | 18.3 | 9.3 | 4 | |
| 15 | 6 | | | 10 | 5 | 7 | 43 | 9,000- 9,499 | 3 | | 1 | |
| 5 | 3 | 3 | 7 | 6 | 3 | 3 | 30 | 8,500- 8,999 | | | | |
| 3 | 1 | 2 | | 3 | 1 | 1 | 11 | 8,000- 8,499 | | | | |
| 1 | | 1 | | | | 1 | 3 | 7,500- 7,999 | | | | |

FIGURE 4

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

| YEARS | | | | | 6 - 10 YEARS | | | | | | | | |
|-------|----|---|-----|-------|-----------------|-------|-----|------|-----|----|----|---|-----|
| LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
| | | | | | \$15,000-15,499 | 2 | | | | 2 | | | |
| | | | | | 14,500-14,999 | 1 | | | | 1 | | | |
| | | | | | 14,000-14,499 | | | | | | | | |
| | | | | | 13,500-13,999 | 1 | | | | | | | 1 |
| | | | | | 13,000-13,499 | 7 | | 2 | | 5 | | | |
| | | | | 1 | 12,500-12,999 | 10 | | | | 9 | | 1 | |
| | | | | | 12,000-12,499 | 20 | 5 | | 1 | 14 | | | |
| 1 | | | | 1 | 11,500-11,999 | 34.5 | 8.5 | 1 | | 13 | 3 | 5 | 4 |
| 1 | | | | 1 | 11,000-11,499 | 44.75 | 2 | 3.75 | | 17 | 10 | 9 | 3 |
| 12 | | | 1 | 13.75 | 10,500-10,999 | 43 | 8 | 7 | 2 | 3 | 8 | 8 | 7 |
| 12 | 1 | 3 | | 18 | 10,000-10,499 | 9 | 3 | 2 | | | 1 | | 3 |
| 2 | 6 | 4 | 5 | 38.4 | 9,500- 9,999 | 18.3 | 9.3 | 4 | 1 | | 3 | | 1 |
| | 10 | 5 | 7 | 43 | 9,000- 9,499 | 3 | | 1 | | | | | 2 |
| 7 | 6 | 3 | 3 | 30 | 8,500- 8,999 | | | | | | | | |
| | 3 | 1 | 1 | 11 | 8,000- 8,499 | | | | | | | | |
| | | | 1 | 3 | 7,500- 7,999 | | | | | | | | |

FIGURE 4 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

11 - 15 YEARS

| C | H | L-A | LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A |
|-----|------|-----|----|---|---|-----|-------|------------------|------|-----|------|-----|
| | | | | | | | | \$17,000 & above | 8 | | | |
| | | | | | | | | 16,500-16,999 | 15 | 2 | | |
| 1 | | | 2 | | | | 3 | 16,000-16,499 | 44.4 | 5.4 | | |
| | | | | | | | | 15,500-15,999 | 17 | 5 | | |
| 3 | | | 2 | | | | 5 | 15,000-15,499 | 30 | 11 | 15 | |
| 3.3 | 1 | | 6 | | | | 10.3 | 14,500-14,999 | 23 | 8 | 6 | |
| 5 | 1 | | 3 | 1 | 1 | | 11 | 14,000-14,499 | 38 | 10 | 4 | 11 |
| 1 | 3 | | 6 | 2 | 4 | | 16 | 13,500-13,999 | 39 | | 4 | 5 |
| 1 | 3 | 2 | 4 | 1 | 3 | 3 | 17 | 13,000-13,499 | 10 | | 3 | 1 |
| .3 | 4.5 | | 2 | 3 | 4 | 2 | 15.8 | 12,500-12,999 | 2 | | 1 | |
| | 5 | 1 | | 2 | | 3 | 11 | 12,000-12,499 | 1 | | | |
| | 2.75 | 1 | | 5 | | 2 | 10.75 | 11,500-11,999 | 3.75 | | 1.75 | |
| | 2 | | | 3 | | | 5 | 11,000-11,499 | | | | |
| | | | | | | 2 | 2 | 10,500-10,999 | | | | |
| | | | | | | 1 | 1 | 10,000-10,499 | | | | |

FIGURE 4 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

| YEARS | | | | | 16 + YEARS | | | | | | | | |
|-------|---|---|-----|-------|------------------|------|-----|------|-----|----|---|----|-----|
| LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
| | | | | | \$17,000 & above | 8 | | | | 8 | | | |
| | | | | | 16,500-16,999 | 15 | 2 | | | 13 | | | |
| 2 | | | | 3 | 16,000-16,499 | 44.4 | 5.4 | | | 38 | | | 1 |
| | | | | | 15,500-15,999 | 17 | 5 | | | 8 | 4 | | |
| 2 | | | | 5 | 15,000-15,499 | 30 | 11 | 15 | | | 3 | | 1 |
| 6 | | | | 10.3 | 14,500-14,999 | 23 | 8 | 6 | | 1 | 5 | | 3 |
| 3 | 1 | 1 | | 11 | 14,000-14,499 | 38 | 10 | 4 | 11 | | 5 | 2 | 6 |
| 6 | 2 | 4 | | 16 | 13,500-13,999 | 39 | | 4 | 5 | | 7 | 19 | 4 |
| 4 | 1 | 3 | 3 | 17 | 13,000-13,499 | 10 | | 3 | 1 | | 3 | 1 | 2 |
| 2 | 3 | 4 | 2 | 15.8 | 12,500-12,999 | 2 | | 1 | | | 1 | | |
| | 2 | | 3 | 11 | 12,000-12,499 | 1 | | | | | | | 1 |
| | 5 | | 2 | 10.75 | 11,500-11,999 | 3.75 | | 1.75 | | | | | 2 |
| | 3 | | | 5 | 11,000-11,499 | | | | | | | | |
| | | | 2 | 2 | 10,500-10,999 | | | | | | | | |
| | | | 1 | 1 | 10,000-10,499 | | | | | | | | |

FIGURE 5

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

0 - 5 YEARS

6 - 10

| C | H | L-A | LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S | ALL |
|---|---|-----|----|---|---|-----|-----|-----------------|------|----|------|-----|----|---|---|-----|-----|
| | | | | | | | | \$15,000-15,499 | 2 | | | | | | | | |
| | | | | | | | | 14,500-14,999 | | | | | | | | | |
| | | | | | | | | 14,000-14,499 | | | | | | | | | |
| | | | | | | | | 13,500-13,999 | 1 | | | | | | | | |
| | | | | | | | | 13,000-13,499 | 2 | | | | | | | | |
| | | | | | | | | 12,500-12,999 | 2 | 1 | | | | | | | |
| | | | | | | | | 12,000-12,499 | 1 | | | | | | | | |
| | | | | | | | | 11,500-11,999 | 5 | 4 | | | | 1 | | | |
| | | | | | | | | 11,000-11,499 | 3.05 | .3 | 1.75 | | | | | | |
| | | | | | | | | 10,500-10,999 | | | | | | | | | |
| 1 | | | 1 | | | | 2 | 10,000-10,499 | | | | | | | | | |
| 2 | 1 | | | | | | 3 | 9,500- 9,999 | | | | | | | | | |
| 1 | | | | | | | | 9,000- 9,499 | | | | | | | | | |

FIGURE 5

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

| EARS | | | | | | 6 - 10 YEARS | | | | | | | |
|------|---|---|-----|-----|-----------------|--------------|----|------|-----|----|---|---|-----|
| LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
| | | | | | \$15,000-15,499 | 2 | | | | 2 | | | |
| | | | | | 14,500-14,999 | | | | | | | | |
| | | | | | 14,000-14,499 | | | | | | | | |
| | | | | | 13,500-13,999 | 1 | | | | | | 1 | |
| | | | | | 13,000-13,499 | 2 | | | | | | 2 | |
| | | | | | 12,500-12,999 | 2 | 1 | | | | | 1 | |
| | | | | | 12,000-12,499 | 1 | | | | | | | 1 |
| | | | | | 11,500-11,999 | 5 | 4 | | 1 | | | | |
| | | | | | 11,000-11,499 | 3.05 | .3 | 1.75 | | | | | 1 |
| | | | | | 10,500-10,999 | | | | | | | | |
| 1 | | | | 2 | 10,000-10,499 | | | | | | | | |
| | | | | 3 | 9,500- 9,999 | | | | | | | | |
| | | | | | 9,000- 9,499 | | | | | | | | |

FIGURE 5 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A
TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

11 - 15 YEARS

| C | H | L-A | LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A |
|----|------|-----|----|---|---|-----|------|------------------|------|------|-----|-----|
| .3 | | | | | | | .3 | \$17,000 & above | 56 | 3 | | |
| | | | | | | | | 16,500-16,999 | 6 | 6 | | |
| 1 | | | | | | | 1 | 16,000-16,499 | 32.5 | 9.5 | | |
| 7 | | | | | | | 7 | 15,500-15,999 | 20.7 | 13.2 | 7.5 | |
| | | | 1 | | | | 1 | 15,000-15,499 | 6 | 1 | 1 | |
| | | | 2 | | 1 | | 3 | 14,500-14,999 | 9 | | 1 | 1 |
| | | | | | | | | 14,000-14,499 | 3 | | | 2 |
| | 2.75 | | | | | 1 | 3.75 | 13,500-13,999 | 3 | | 1 | |
| | 1 | | | | | 1 | 2 | 13,000-13,499 | 2 | | | 1 |
| | 4 | | | | | | | 12,500-12,999 | | | | |
| | 2.75 | | | | | | 2.75 | 12,000-12,499 | | | | |

FIGURE 5 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

| 15 YEARS | | | | | 16 + YEARS | | | | | | | | |
|----------|---|---|-----|------|------------------|------|------|-----|-----|----|---|---|-----|
| LM | R | S | W-S | ALL | Salary Range | ALL | C | H | L-A | LM | R | S | W-S |
| | | | | .3 | \$17,000 & above | 56 | 3 | | | 53 | | | |
| | | | | | 16,500-16,999 | 6 | 6 | | | | | | |
| | | | | 1 | 16,000-16,499 | 32.5 | 9.5 | | | 22 | | 1 | |
| | | | | 7 | 15,500-15,999 | 20.7 | 13.2 | 7.5 | | | | | |
| 1 | | | | 1 | 15,000-15,499 | 6 | 1 | 1 | | | | 3 | 1 |
| 2 | | 1 | | 3 | 14,500-14,999 | 9 | | 1 | 1 | | | 6 | 1 |
| | | | | | 14,000-14,499 | 3 | | | 2 | | | | 1 |
| | | | 1 | 3.75 | 13,500-13,999 | 3 | | 1 | | | | | 2 |
| | | | 1 | 2 | 13,000-13,499 | 2 | | | 1 | | | | 1 |
| | | | | | 12,500-12,999 | | | | | | | | |
| | | | | 2.75 | 12,000-12,499 | | | | | | | | |

FIGURE 6

MEDIAN SALARIES BY DISTRICT IN RELATION TO MEDIAN FOR STUDY COUNCIL A
AT SELECTED EDUCATIONAL EXPERIENCE LEVELS

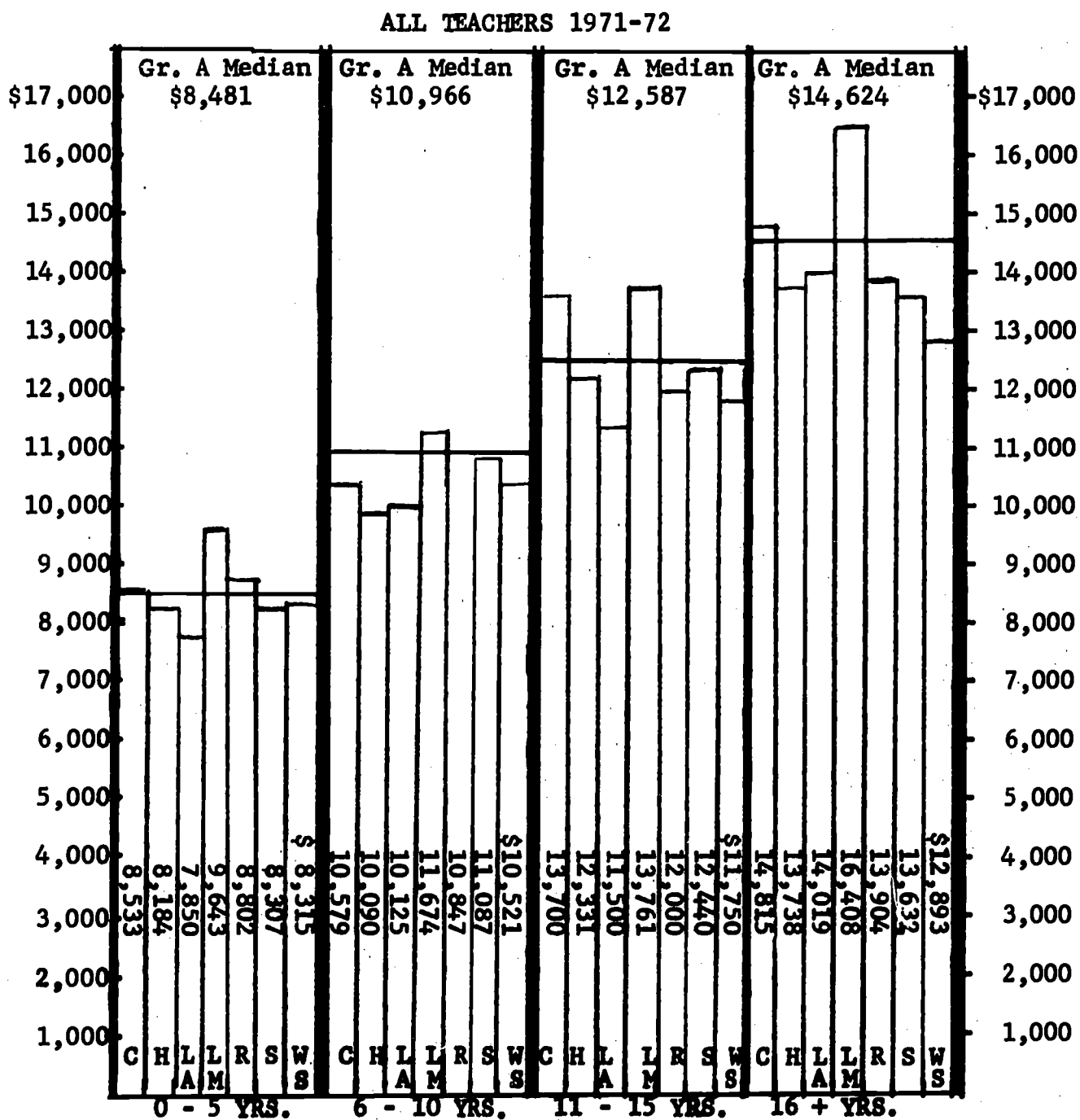
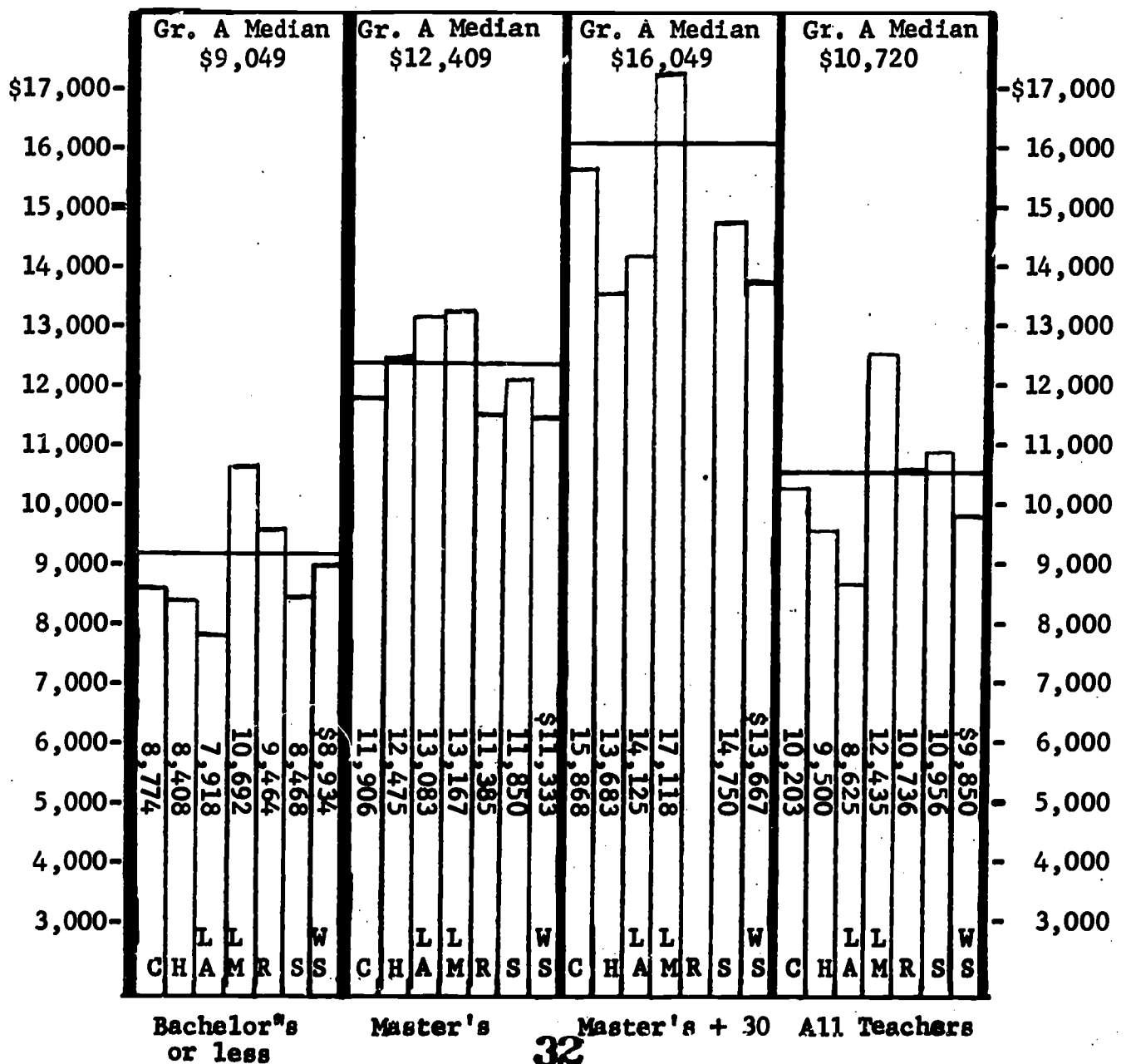


FIGURE 7

MEDIAN SALARIES BY DISTRICT IN RELATION TO MEDIAN FOR STUDY COUNCIL A
ALL TEACHERS AT LEVELS OF EDUCATIONAL ATTAINMENT 1971-72



PART II

SALARIES OF INSTRUCTIONAL SPECIALISTS

TABLE 4
GUIDANCE PERSONNEL
1971-1972

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| L-A | 6 | 18 | M + 30 | 48 | \$19,305 | \$3,338 |
| H | 12 | 35 | | 48 | 18,195 | 1,100 |
| LM | 7 | 22 | M + 30 | 38 | 17,600 | 1,500 |
| LM | 14 | 13 | M + 30 | 38 | 17,600 | 1,500 |
| H | 14 | 24 | | 48 | 17,525 | 1,050 |
| C | 2 | 22 | M + 40 | 40 | 17,100 | 1,200 |
| C | 15 | 30 | M + 42 | 40 | 17,100 | 1,200 |
| R | 10 | 15 | M + 1 | 48 | 16,917 | 1,836 |
| WS | 8 | 20 | M | 48 | 16,754 | 1,510 |
| LM | 7 | 26 | M + 60 | 38 | 16,400 | 1,300 |
| LM | 12 | 26 | M + 30 | 38 | 16,400 | 1,300 |
| LM | NP | 20 | M + 30 | 38 | 16,400 | NP |
| C | 4 | 16 | M + 63 | 40 | 16,300 | 1,200 |
| C | 19 | 19 | M + 42 | 40 | 16,300 | 1,200 |
| LM | 7 | 5 | M + 15 | 38 | 16,200 | 1,400 |
| LM | 3 | 10 | M | 38 | 16,065 | NP |
| C | 27 | 27 | M + 40 | 40 | 15,900 | 1,200 |
| C | 1 | 13 | M + 41 | 40 | 15,900 | 2,700 |
| C | 18 | 18 | M + 36 | 40 | 15,900 | 1,200 |
| WS | 20 | 37 | M | 46 | 15,655 | 500 |
| C | 3 | 32 | M + 27 | 40 | 15,500 | 1,200 |
| LM | 3 | 13 | M | 38 | 15,450 | 1,900 |
| H | 2 | 20 | | 48 | 15,440 | 950 |
| LM | 4 | 6 | M + 15 | 38 | 15,300 | 1,900 |
| C | 5 | 15 | M + 12 | 40 | 15,200 | 1,200 |
| WS | 4 | 13 | M | 48 | 14,760 | 900 |
| S | 14 | 25 | M + 30 | 37.6 | 14,600 | 1,000 |
| S | 2 | 14 | M + 30 | 37.6 | 14,600 | 1,700 |
| R | 20 | 24 | M | 38 | 14,500 | 1,000 |
| C | 3 | 12 | M | 40 | 14,150 | 1,850 |
| L-A | 4 | 10 | M | 40 | 13,980 | 1,267 |

CONTINUED

TABLE 4: GUIDANCE PERSONNEL (CONT.)

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| LM | 4 | 8 | M | 38 | \$13,900 | \$1,700 |
| R | 15 | 18 | M | 38 | 13,900 | 1,000 |
| H | 3 | 26 | | 48 | 13,750 | 900 |
| S | 11 | 22 | M | 37.6 | 13,750 | 1,000 |
| LM | 5 | 15 | B + 15 | 38 | 13,700 | 1,500 |
| S | 5 | 33 | M | 37.6 | 13,600 | 1,000 |
| S | 8 | 20 | M | 37.6 | 13,600 | 1,000 |
| H | 11 | 14.5 | | 48 | 13,530 | 1,100 |
| LM | NP | 10 | M | 38 | 13,300 | NP |
| WS | 3 | 9 | M | 48 | 13,260 | 900 |
| L-A | NP | 9 | M | 40 | 13,120 | NP |
| H | 5 | 12 | | 48 | 12,865 | 950 |
| H | 6 | 13 | | 48 | 12,790 | 900 |
| S | 5 | 9 | M | 37.6 | 12,700 | 1,000 |
| LM | 4 | 4 | M | 38 | 12,600 | 1,500 |
| R | 5 | 21 | M | 38 | 12,600 | 900 |
| WS | 5 | 9 | M + 15 | 46 | 12,330 | 920 |
| H | 4.5 | 11 | | 48 | 12,135 | 950 |
| WS | 2 | 9 | M + 15 | 46 | 12,105 | 930 |
| LM | 4 | 3 | M | 38 | 12,000 | NP |
| WS | 4 | 13 | M | 44 | 11,940 | 647 |
| L-A | 2 | 6 | M | 40 | 11,880 | 1,607 |
| LM | 2 | 6 | M | 38 | 11,800 | 1,400 |
| R | 6 | 8 | M | 38 | 11,700 | 1,100 |
| C | 2 | 8 | M + 30 | 40 | 11,650 | 850 |
| R | 3 | 9 | M | 38 | 11,500 | 900 |
| C | 9 | 9 | M | 40 | 11,350 | NP |
| H | 4 | 9.5 | | 48 | 11,345 | 900 |
| H | 3 | 8 | | 48 | 11,325 | 900 |

CONTINUED

TABLE 4: GUIDANCE PERSONNEL (CONT.)

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| H | 2 | 8 | | 48 | \$11,300 | \$ 900 |
| LM | 5 | 0 | M | 38 | 11,000 | NP |
| H | 4 | 9 | | 48 | 10,815 | 900 |
| LM | NP | 6 | M | 38 | 10,800 | NP |
| R | 3 | 7 | M | 38 | 10,800 | 1,300 |
| WS | 4 | 4 | M | 44 | 10,551 | 1,906 |
| R | 4 | 8 | M | 38 | 10,100 | NP |
| WS | 3 | 4 | M | 46 | 9,790 | 770 |
| R | 2 | 4 | M | 38 | 9,700 | 800 |
| C | 1 | 4 | M + 24 | 40 | 9,550 | NP |
| R | NP | 5 | M | 38 | 9,450 | NP |
| LM | NP | 1 | B | 38 | 8,100 | NP |
| R | NP | NP | M | 38 | 7,600 | NP |
| R | NP | NP | M | 38 | 7,600 | NP |
| WS | 3 | 4 | B | | 3,380 | 300 |
| Mean | 5.9 | 13.6 | M+10 | 41.3 | \$13,407 | \$1,260 |
| Median | 4 | 12 | M | 40 | 13,600 | 1,067 |

TABLE 5
LIBRARIANS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| C | 31 | 31 | M + 41 | 40 | \$17,100 | \$1,200 |
| C | 22 | 22 | M + 66 | 40 | 16,700 | 1,200 |
| LM | 25 | 10 | M + 30 | 38 | 16,400 | 1,300 |
| LM | 11 | 10 | M | 38 | 16,200 | 1,400 |
| C | 11 | 27 | M + 30 | 40 | 16,100 | 1,200 |
| H | 24 | 31 | | 40 | 15,200 | 800 |
| H | 15.5 | 22 | | 40 | 15,020 | 950 |
| R | 34 | 37 | M | 36 | 14,975 | 1,000 |
| LM | 4 | 7 | M | 38 | 14,650 | 1,800 |
| R | 22 | 28 | M | 36 | 14,800 | 1,000 |
| WS | 40 | 40 | M + 30 | 38 | 14,106 | 1,476 |
| WS | 15 | 26 | M + 30 | 38 | 13,740 | 670 |
| H | 6 | 15 | | 40 | 13,425 | 900 |
| LM | 25 | 9 | B | 38 | 13,500 | 1,200 |
| S | 15 | 15 | M | 37.6 | 13,100 | 1,600 |
| R | 11 | 12 | M | 36 | 13,000 | 1,500 |
| WS | 8 | 15 | M | 38 | 12,860 | 860 |
| R | 6 | 19 | M | 36 | 12,800 | 900 |
| C | 16 | 16 | B | 40 | 12,600 | 1,100 |
| S | 15 | 15 | M | 37.6 | 12,300 | N.P. |
| LM | 10 | 0 | M | 38 | 12,250 | 1,700 |
| H | 10 | 10 | | 40 | 12,215 | 900 |
| H | 16.5 | 15.5 | | 40 | 12,100 | 700 |
| R | 6 | 6 | M | 36 | 11,700 | 1,300 |
| S | 11 | 11 | B | 37.6 | 11,700 | 1,500 |
| H | 10.6 | 10.6 | | 40 | 11,465 | 900 |
| S | 7 | 7 | M | 37.6 | 11,000 | 1,200 |
| H | 6 | 8 | | 40 | 10,645 | 900 |
| LM | 4 | 0 | M | 38 | 10,500 | 1,100 |
| LM | 4 | 0 | M | 38 | 10,500 | 1,100 |

CONTINUED

TABLE 5
LIBRARIANS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY |
|--------------------|---------------------|-------|---------------------------|---------------|----------|
| | THIS JOB | TOTAL | | | |
| R | 3 | 7 | M | 36 | \$10,500 |
| C | 7 | 7 | M + 12 | 40 | 10,450 |
| WS | 5 | 9.5 | B | 38 | 10,350 |
| LM | N.P. | 3 | M | 38 | 10,000 |
| LM | 3 | 0 | M | 38 | 10,000 |
| C | 5½ | 5½ | M | 40 | 9,750 |
| R | 3.5 | 5 | M | 36 | 9,700 |
| H | 5 | 5 | | 40 | 9,690 |
| LA | 4 | 6 | B | 40 | 9,600 |
| WS | 8 | 14 | M | 38 | 9,550 |
| LM | 2 | 0 | B + 15 | 38 | 9,300 |
| LM | 2 | 0 | B + 15 | 38 | 9,300 |
| C | 2 | 4 | M + 12 | 40 | 9,250 |
| R | 4 | 6 | M | 36 | 8,940 |
| LM | 1 | 0 | M | 38 | 8,900 |
| C | 13 | 13 | M + 12 | 40 | 8,880 |
| S | 2 | 2 | M | 37.6 | 8,800 |
| LA | 0 | 3 | B | 40 | 8,100 |
| LM | 1 | 0 | B | 38 | 8,100 |
| H | 1.4 | 1.4 | | 40 | 8,000 |
| H | 2 | 2 | | 40 | 8,000 |
| S | 1.5 | 1.5 | B | 37.6 | 8,000 |
| C | 2½ | 2½ | M | 40 | 5,150 |
| Mean | 10.0 | 10.5 | M | 38.5 | \$11,520 |
| Median | 6 | 7 | M | 38 | 11,000 |

TABLE 5
LIBRARIANS
1971-72

| OL JECT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| | 3 | 7 | M | 36 | \$10,500 | \$1,300 |
| | 7 | 7 | M + 12 | 40 | 10,450 | 950 |
| | 5 | 9.5 | B | 38 | 10,350 | 700 |
| | N.P. | 3 | M | 38 | 10,000 | N.P. |
| | 3 | 0 | M | 38 | 10,000 | 1,000 |
| | 5½ | 5½ | M | 40 | 9,750 | 850 |
| | 3.5 | 5 | M | 36 | 9,700 | 800 |
| | 5 | 5 | | 40 | 9,690 | 900 |
| | 4 | 6 | B | 40 | 9,600 | 900 |
| | 8 | 14 | M | 38 | 9,555 | 893 |
| | 2 | 0 | B + 15 | 38 | 9,300 | 1,200 |
| | 2 | 0 | B + 15 | 38 | 9,300 | 1,200 |
| | 2 | 4 | M + 12 | 40 | 9,250 | 950 |
| | 4 | 6 | M | 36 | 8,947 | N.P. |
| | 1 | 0 | M | 38 | 8,900 | 900 |
| | 13 | 13 | M + 12 | 40 | 8,880 | 960 |
| | 2 | 2 | M | 37.6 | 8,800 | N.P. |
| | 0 | 3 | B | 40 | 8,100 | N.P. |
| | 1 | 0 | B | 38 | 8,100 | N.P. |
| | 1.4 | 1.4 | | 40 | 8,000 | 605 |
| | 2 | 2 | | 40 | 8,000 | 605 |
| | 1.5 | 1.5 | B | 37.6 | 8,000 | 700 |
| | 2½ | 2½ | M | 40 | 5,150 | 350 |
| | 10.0 | 10.5 | M | 38.5 | \$11,528 | \$1,045 |
| | 6 | 7 | M | 38 | 11,000 | 960 |

TABLE 6
PSYCHOLOGISTS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|-----------------|---------------------|-------|------------------------|------------|-------------|-----------------|
| | THIS JOB | TOTAL | | | | |
| C | 4 | 11 | D | 40 | \$17,200 | \$1,400 |
| ST | 9.8 | 11 | D | 44.2 | \$17,100 | \$1,600 |
| C | 6 | 18 | M + 17 | 40 | \$16,100 | \$1,200 |
| C | 4 | 4 | M | 40 | \$15,450 | \$1,200 |
| R | 27 | 43 | M | 46 | \$15,300 | \$1,000 |
| H | 1 | 7 | M + 30 | 48 | \$14,750 | \$1,250 |
| L-A | 28 | 38 | M | 40 | \$14,521 | \$ 933 |
| ST | 5 | 6 | M | 44.2 | \$14,400 | \$1,475 |
| W-S | 3 | 5 | M | 48 | \$14,200 | \$1,000 |
| W-S | 3 | 4 | M | 31 | \$ 8,265 | \$ 719 |
| H | 3 | 3 | M + 30 | 3 days/wk | \$63.00/day | \$3.00/day |
| H | 2.5 | 2.5 | M | 2 days/wk | \$7.00/hr. | \$0.75/hr. |
| Mean | 8 | 12.7 | M + 10 | 42.1 | \$14,729 | \$1,178 |
| Median | 4 | 6 | M | 42.2 | \$15,025 | \$1,200 |

TABLE 7
READING SPECIALISTS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|-----------------|---------------------|-------|------------------------|------------|----------|-----------------|
| | THIS JOB | TOTAL | | | | |
| C | 2 | 16 | M + 37 | 40 | \$17,100 | \$1,200 |
| C | 6 | 10 | M + 29 | 40 | \$15,700 | \$1,200 |
| C | 2 | 14 | M + 1 | 40 | \$14,550 | \$1,050 |
| ST | 8 | 20 | M | 37.6 | \$13,600 | \$1,000 |
| W-S | 7 | 20 | M | 38 | \$13,520 | \$ 520 |
| W-S | 10 | 28 | M | 38 | \$13,500 | \$ 997 |
| ST | 0 | 9 | M | 37.6 | \$11,900 | N.P. |
| W-S | 4 | 19 | B | 38 | \$11,350 | \$ 500 |
| W-S | 3 | 9.5 | M + 15 | 38 | \$11,040 | \$ 820 |
| C | 2 | 8 | M + 3 | 40 | \$10,950 | \$ 950 |
| C | 1 | 8 | B | 40 | \$10,950 | \$ 950 |
| C | 2 | 4.5 | M + 12 | 40 | \$10,900 | \$ 950 |
| C | 0 | 6 | M + 25 | 40 | \$10,850 | N.P. |
| L-A | 1 | 7 | M + 15 | 40 | \$10,675 | \$1,075 |
| ST | 2 | 4 | M | 37.6 | \$ 9,600 | \$1,200 |
| ST | 0 | 4 | B | 37.6 | \$ 8,700 | N.P. |
| W-S | 0 | 4 | M | 38 | \$ 8,600 | N.P. |
| L-A | 0 | 1 | B | 40 | \$ 8,200 | N.P. |
| L-A | 0 | 3 | B | 40 | \$ 8,150 | N.P. |
| R | 0 | 6 | B | 23 | \$ 6,780 | N.P. |
| R | 0 | 8 | M | 22 | \$ 6,420 | N.P. |
| W-S | 3 | 4 | M | 19 | \$ 4,895 | \$ 450 |
| R | 0 | 8 | B | 15 | \$ 4,500 | N.P. |
| R | 0 | 4 | B | 16 | \$ 4,050 | N.P. |
| Mean | 2.2 | 9.4 | B + 25 | 34.8 | \$10,270 | \$ 919 |
| Median | 1.5 | 8 | M | 38 | \$10,875 | \$ 950 |

TABLE 8
SPEECH AND HEARING SPECIALISTS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL | WORK | SALARY | SALARY INCREASE |
|-----------------|---------------------|-------|-------------|-------|----------|-----------------|
| | THIS JOB | TOTAL | ATTAINMENT | WEEKS | | |
| C | 12.0 | 12.0 | M + 5 | 40 | \$15,150 | \$1,850 |
| L-A | 19.0 | 26.5 | M | 40 | \$14,521 | \$ 933 |
| C | 13.5 | 13.5 | B | 40 | \$12,400 | \$1,100 |
| C | 8.5 | 8.5 | B | 40 | \$11,350 | \$1,750 |
| H | 2.0 | 7.0 | B | 44 | \$ 9,270 | \$ 800 |
| LM | 1.0 | 2.0 | B + | 38 | \$ 9,100 | \$1,100 |
| LM | 1.0 | 2.0 | B + | 38 | \$ 9,100 | \$1,100 |
| LM | 0 | 0 | B | 38 | \$ 8,100 | N.P. |
| H | 2.0 | 2.0 | B | 44 | \$ 8,000 | \$ 605 |
| Mean | 6.6 | 8.2 | B + | 39.3 | \$10,777 | \$1,155 |
| Median | 2.0 | 7.0 | B | 40.0 | \$ 9,270 | \$1,100 |

TABLE 9
SALARIES OF SUPERVISORS, DIRECTORS, & COORDINATORS, 1971-72
1971-72

| SCHOOL DISTRICT | JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALAR |
|--------------------|------------------------------|---------------------|-------|---------------------------|---------------|----------|
| | | THIS JOB | TOTAL | | | |
| C | Reading Consultant | 7 | 18 | M + 40 | 40 | \$17,300 |
| ST | Dir. of Learning Resources | 5.9 | 17 | D | 44.2 | 17,000 |
| H | Coord.-Phys.Ed.-All Schools | 1 | 32 | M + 30 | 10 Mon. | 16,750 |
| H | Dept.Chrm.-Math Sr. High | 2 | 10 | M + 30 | 10 Mon. | 16,255 |
| H | Elementary Coordinator | 8 | 31 | M | 10 Mon. | 16,200 |
| WS | Coordinator | 1 | 21 | M.S. + 30 | 40 | 16,020 |
| ST | Dir. of Learning Resources | 1.9 | 5 | B | 48 | 16,000 |
| H | Coord.-Music-All Schools | 3 | 21 | M | 10 Mon. | 15,800 |
| WS | Dean | NP | 14 | M.S. | 40 | 15,780 |
| H | Coord.-Art-All Schools | 3 | 23 | M | 10 Mon. | 15,600 |
| ST | Dir. of Aquatics | 2.0 | 28 | B | 44.2 | 15,500 |
| H | Dept.Chrm.-Science-Sr. High | 2 | 4 | M + 30 | 10 Mon. | 14,120 |
| H | Dept.Chrm.-Math-Jr. High | 2 | 14 | M | " | 13,560 |
| H | Dept.Chrm.-Soc.Studies-Jr. | 2 | 10 | M + 30 | " | 13,345 |
| WS | Dir. of Athletics | 1 | 16 | B.S. | 38 | 13,200 |
| H | Dept.Chrm.-Ind. Arts-2nd | 2 | 13 | M | 10 Mon. | 13,165 |
| H | Elementary Coordinator | 8 | 12 | B | " | 13,100 |
| WS | Dean | 1 | 8 | M.S. | 40 | 12,970 |
| H | Dept.Chrm.-English-Sr. High | 2 | 6 | M | 10 Mon. | 12,810 |
| C | Planetarium Director | NP | 7 | M + 18 | 48 | 12,650 |
| H | Dept.Chrm.-English Jr. High | 2 | 12 | M | 10 Mon. | 12,575 |
| H | Dept.Chrm.-Language-Sr. High | 2 | 4 | M | " | 12,235 |
| H | Dept.Chrm.-Science-Jr. High | 2 | 8 | M + 30 | " | 11,530 |
| H | Dept.Chrm.-Bus.Ed.-Sr. High | 2 | 7 | B | " | 11,375 |
| Mean | | 2.5 | 13.6 | M + 4 | 40.9 | 14,240 |
| Median | | 2 | 13 | M | 40 | 13,560 |

* $\frac{1}{2}$ time teachers & $\frac{1}{2}$ time Coordinator
 ** .75 time teacher & .25 time Department Chairman

TABLE 9

SALARIES OF SUPERVISORS, DIRECTORS, & COORDINATORS, 1971-72

1971-72

| JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|------------------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| Reading Consultant | 7 | 18 | M + 40 | 40 | \$17,300 | \$1,200 |
| Dir. of Learning Resources | 5.9 | 17 | D | 44.2 | 17,000 | 1,200 |
| Coord.-Phys.Ed.-All Schools | 1 | 32 | M + 30 | 10 Mon. | 16,750 | 650 ** |
| Dept.Chrm.-Math Sr. High | 2 | 10 | M + 30 | 10 Mon. | 16,255 | 950 ** |
| Elementary Coordinator | 8 | 31 | M | 10 Mon. | 16,200 | 800 |
| Coordinator | 1 | 21 | M.S. + 30 | 40 | 16,020 | 520 |
| Dir. of Learning Resources | 1.9 | 5 | B | 48 | 16,000 | 2,500 |
| Coord.-Music-All Schools | 3 | 21 | M | 10 Mon. | 15,800 | 600 * |
| Dean | NP | 14 | M.S. | 40 | 15,780 | 3,160 |
| Coord.-Art-All Schools | 3 | 23 | M | 10 Mon. | 15,600 | 600 * |
| Dir. of Aquatics | 2.0 | 28 | B | 44.2 | 15,500 | 1,000 |
| Dept.Chrm.-Science-Sr. High | 2 | 4 | M + 30 | 10 Mon. | 14,120 | 950 ** |
| Dept.Chrm.-Math-Jr. High | 2 | 14 | M | " | 13,560 | 1,100 ** |
| Dept.Chrm.-Soc.Studies-Jr. | 2 | 10 | M + 30 | " | 13,345 | 900 ** |
| Dir. of Athletics | 1 | 16 | B.S. | 38 | 13,200 | 1,200 |
| Dept.Chrm.-Ind. Arts-2nd | 2 | 13 | M | 10 Mon. | 13,165 | 900** |
| Elementary Coordinator | 8 | 12 | B | " | 13,100 | 920 |
| Dean | 1 | 8 | M.S. | 40 | 12,970 | 890 |
| Dept.Chrm.-English-Sr. High | 2 | 6 | M | 10 Mon. | 12,810 | 900 ** |
| Sanitarium Director | NP | 7 | M + 18 | 48 | 12,650 | NP |
| Dept.Chrm.-English Jr. High | 2 | 12 | M | 10 Mon. | 12,575 | 900 |
| Dept.Chrm.-Language-Sr. High | 2 | 4 | M | " | 12,235 | 900 ** |
| Dept.Chrm.-Science-Jr. High | 2 | 8 | M + 30 | " | 11,530 | 950 ** |
| Dept.Chrm.-Bus.Ed.-Sr. High | 2 | 7 | B | " | 11,375 | 800 ** |
| Mean | 2.5 | 13.6 | M + 4 | 40.9 | 14,240 | 980 |
| Median | 2 | 13 | M | 40 | 13,560 | 900 |

* $\frac{1}{2}$ time teachers & $\frac{1}{2}$ time Coordinator

** .75 time teacher & .25 time Department Chairman

TABLE 10
MISCELLANEOUS PERSONNEL
1971-72

| SCHOOL DISTRICT | JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SA |
|--------------------|--------------------------|---------------------|-------|---------------------------|---------------|------|
| | | THIS JOB | TOTAL | | | |
| LM | Nurse | 12 | 10 | M | 38 | \$16 |
| C | Home & School Vis. | 3 | 11 | M + 70 | 40 | 15 |
| LM | Nurse | 11 | 6 | M | 38 | 15 |
| C | Media Specialist | 2 | 17 | M | 40 | 14 |
| LM | Dental Hygienist | 24 | 4 | B | 38 | 14 |
| LM | Nurse | 9 | 12 | B | 38 | 13 |
| LM | Nurse | 18 | 0 | B | 38 | 13 |
| LM | Nurse | 24 | 7 | B | 38 | 13 |
| LA | Nurse | 9 | 14 | M.A. | 40 | 12 |
| LM | Nurse | 2 | 7 | B + 15 | 38 | 12 |
| H | Nurse | 24 | 24 | B | 10 Mon. | 12 |
| WS | Nurse | 15 | 15 | B.S. | 38 | 12 |
| WS | Nurse | 21 | 21 | B.S. | 38 | 11 |
| H | Nurse | 13 | 13 | M | 10 Mon. | 11 |
| LM | Nurse | 2 | 7 | M | 38 | 11 |
| LA | Nurse | 9 | 14 | B.S. | 40 | 11 |
| WS | Nurse | 13 | 14 | B.S. | 38 | 11 |
| LM | Nurse | 5 | 0 | B | 38 | 11 |
| H | Nurse | 9 | 9 | M | 10 Mon. | 10 |
| LM | Nurse | 5 | 0 | B + 24 | 38 | 10 |
| H | Nurse | 5.5 | 5.5 | B | 10 Mon. | 10 |
| H | Nurse | 25 | 25 | Standard | 10 Mon. | 10 |
| LA | Nurse | 8 | 8.5 | B.S. | 40 | 10 |
| LA | Social Caseworker | 6 | 6 | M.S. | 40 | 10 |

(Con't.)

TABLE 10
MISCELLANEOUS PERSONNEL
1971-72

| NAME OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|---------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| | 12 | 10 | M | 38 | \$16,000 | \$ 1,400 |
| School Vis, | 3 | 11 | M + 70 | 40 | 15,900 | 1,200 |
| | 11 | 6 | M | 38 | 15,450 | 1,900 |
| Specialist | 2 | 17 | M | 40 | 14,750 | 1,050 |
| Hygienist | 24 | 4 | B | 38 | 14,100 | 600 |
| | 9 | 12 | B | 38 | 13,500 | 1,200 |
| | 18 | 0 | B | 38 | 13,500 | 1,500 |
| | 24 | 7 | B | 38 | 13,500 | 1,500 |
| | 9 | 14 | M.A. | 40 | 12,700 | 1,317 |
| | 2 | 7 | B + 15 | 38 | 12,500 | 1,500 |
| | 24 | 24 | B | 10 Mon. | 12,100 | 700 |
| | 15 | 15 | B.S. | 38 | 12,060 | 520 |
| | 21 | 21 | B.S. | 38 | 11,940 | 400 |
| | 13 | 13 | M | 10 Mon. | 11,900 | 900 |
| | 2 | 7 | M | 38 | 11,800 | 1,400 |
| | 9 | 14 | B.S. | 40 | 11,500 | 900 |
| | 13 | 14 | B.S. | 38 | 11,350 | 670 |
| | 5 | 0 | B | 38 | 11,300 | 1,300 |
| | 9 | 9 | M | 10 Mon. | 10,815 | 900 |
| | 5 | 0 | B + 24 | 38 | 10,800 | 1,050 |
| | 5.5 | 5.5 | B | 10 Mon. | 10,735 | 800 |
| | 25 | 25 | Standard | 10 Mon. | 10,650 | 550 |
| | 8 | 8.5 | B.S. | 40 | 10,400 | 900 |
| Caseworker | 6 | 6 | M.S. | 40 | 10,250 | 1,000 |

(Con't.)

TABLE 10
MISCELLANEOUS PERSONNEL
1971-72

| SCHOOL DISTRICT | JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY |
|--------------------|--------------------------|---------------------|-------|---------------------------|---------------|---------|
| | | THIS JOB | TOTAL | | | |
| H | Nurse | 10 | 10 | B | 10 Mon. | \$10,11 |
| LM | Nurse | 4 | 0 | B | 38 | 10,00 |
| LM | Nurse | 4 | 4 | B | 38 | 10,00 |
| C | Media Specialist | 1 | 5 | M | 40 | 9,91 |
| LA | Dental | 3.5 | 6.5 | B.S. | 40 | 9,70 |
| LM | Dental Hygienist | 3 | 0 | B + 15 | 38 | 9,70 |
| H | Home & School Vis. | 1 | 4.6 | B | 10 Mon. | 9,40 |
| WS | Nurse | 2 | 2 | B.S. | 38 | 9,30 |
| H | Dental Hygienist | 4 | 4 | M | 10 Mon. | 9,21 |
| H | Dental Hygienist | 4 | 5 | B | 10 Mon. | 9,07 |
| H | Nurse | N.P. | | B | 10 Mon. | 9,00 |
| H | Nurse | N.P. | | B | 10 Mon. | 8,79 |
| LM | Nurse | 1 | 0 | B | 38 | 8,50 |
| LM | Nurse | 1 | 0 | B | 38 | 8,50 |
| H | Nurse | 2 | 2 | B | 10 Mon. | 8,19 |
| LA | Dental | 2 | 3 | Standard | 40 | 7,90 |
| LA | Doctor | 4 | 4 | D.O. | Part-time | 5,10 |
| ST | Social Worker | 0.8 | 8 | M | 15.2 | 3,72 |

TABLE 10
MISCELLANEOUS PERSONNEL
1971-72

| TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|----------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| | 10 | 10 | B | 10 Mon. | \$10,180 | \$ 800 |
| | 4 | 0 | B | 38 | 10,000 | 1,000 |
| | 4 | 4 | B | 38 | 10,000 | 1,000 |
| Specialist | 1 | 5 | M | 40 | 9,950 | 1,450 |
| | 3.5 | 6.5 | B.S. | 40 | 9,700 | 600 |
| Hygienist | 3 | 0 | B + 15 | 38 | 9,700 | 900 |
| School Vis. | 1 | 4.6 | B | 10 Mon. | 9,400 | 800 |
| | 2 | 2 | B.S. | 38 | 9,300 | 850 |
| Hygienist | 4 | 4 | M | 10 Mon. | 9,215 | 1,150 |
| Hygienist | 4 | 5 | B | 10 Mon. | 9,070 | 800 |
| | N.P. | | B | 10 Mon. | 9,000 | N.P. |
| | N.P. | | B | 10 Mon. | 8,790 | N.P. |
| | 1 | 0 | B | 38 | 8,500 | N.P. |
| | 1 | 0 | B | 38 | 8,500 | 900 |
| | 2 | 2 | B | 10 Mon. | 8,195 | 695 |
| | 2 | 3 | Standard | 40 | 7,900 | 600 |
| | 4 | 4 | D.O. | Part-time | 5,100 | 250 |
| Worker | 0.8 | 8 | M | 15.2 | 3,724 | 224 |

PART III

SALARIES OF ADMINISTRATIVE
AND
SUPERVISORY PERSONNEL

TABLE 11
MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL
1971-72

Salaries of administrators and supervisors range from \$39,000, for a chief executive to \$11,000 for a Director of Food Services. (Tables 8-14). The range for the previous year (1970-71) was from \$37,000 to \$9,973. Median salaries for the categories are:

| | <u>1970-71</u> | |
|--|----------------|-----|
| Chief School Administrators | \$29,000 | \$1 |
| Assistants, Business Services | \$19,500 | \$1 |
| Assistants, General Instructional Services | \$19,898 | \$1 |
| Assistants, Special Instructional Services | \$14,450 | no |
| Secondary School Principals | \$21,314 | \$2 |
| Secondary School Assistants | \$16,000 | \$1 |
| Elementary School Principals | \$18,080 | \$1 |

TABLE 11

MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL

1971-72

of administrators and supervisors range from \$39,000, for a chief executive, \$19,500 for a Director of Food Services. (Tables 8-14). The range for the previous year (1970-71) was from \$37,000 to \$9,973. Median salaries for the categories are:

| | <u>1970-71</u> | <u>1971-72</u> |
|--|----------------|----------------|
| School Administrators | \$29,000 | \$32,340 |
| Administrators, Business Services | \$19,500 | \$15,680 |
| Administrators, General Instructional Services | \$19,898 | \$20,500 |
| Administrators, Special Instructional Services | \$14,450 | none reported |
| School Principals | \$21,314 | \$22,744 |
| School Assistants | \$16,000 | \$17,542 |
| Deputy School Principals | \$18,080 | \$18,500 |

TABLE 12
NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS

| SCHOOL DISTRICT | NUMBER OF PUPILS * | | ADMINISTRATORS & SUPERVISORS | INSTRUCTIONAL SPECIALISTS |
|--------------------------|--------------------|---------|---------------------------------|------------------------------|
| | 1970-71 | 1971-72 | | |
| CHELTENHAM | 6,866 | 6,584 | 3.59 | 10.22 |
| HAVERFORD | 7,700 | 7,835 | 3.51 | 7.17 |
| LANSDOWNE-ALDAN | 3,039 | 2,885.5 | 3.10 | 8.67 |
| LOWER MERION | 9,798 | 9,290.5 | 3.58 | 0.10 |
| RADNOR | 4,572 | 4,239 | 3.35 | 8.70 |
| SPRINGFIELD TWP. | 3,963 | 4,009 | 4.01 | 8.30 |
| WALLINGFORD-SWARTHMORE** | 1,413 | 4,781 | 4.17 | 8.94 |

*Average Daily Membership ($\frac{1}{2}$ K plus Grades 1-12)

** 1970-71 data for Swarthmore-Rutledge School District

TABLE 12

NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS

| CT | NUMBER OF PUPILS * | | ADMINISTRATORS & SUPERVISORS | INSTRUCTIONAL SPECIALISTS | TEACHERS |
|------------|--------------------|---------|---------------------------------|------------------------------|----------|
| | 1970-71 | 1971-72 | | | |
| | 6,866 | 6,584 | 3.59 | 10.22 | 48.81 |
| | 7,700 | 7,835 | 3.51 | 7.17 | 39.89 |
| AN | 3,039 | 2,885.5 | 3.10 | 8.67 | 46.69 |
| | 9,798 | 9,290.5 | 3.58 | 0.10 | 57.35 |
| | 4,572 | 4,239 | 3.35 | 8.70 | 51.99 |
| WP. | 3,963 | 4,009 | 4.01 | 8.30 | 47.99 |
| WARTHORE** | 1,413 | 4,781 | 4.17 | 8.94 | 45.69 |

y Membership ($\frac{1}{2}$ K plus Grades 1-12)
 ta for Swarthmore-Rutledge School District

TABLE 13
CHIEF SCHOOL ADMINISTRATORS
1971-72

| SCHOOL DISTRICT | AVERAGE DAILY MEMBERSHIP | YEARS OF THIS JOB | EXPERIENCE TOTAL | EDUCATIONAL ATTAINMENT | WORK WEEKS |
|-----------------|--------------------------|-------------------|------------------|------------------------|------------|
| LM | 9,290.5 | 1 | 21 | D | 48 |
| C | 6,584 | 4 | 26 | D | 48 |
| H | 7,835 | 5 | 25 | D | 48 |
| L-A | 2,885.5 | 24 | 45 | D | 48 |
| W-S | 4,781 | 5 | 18 | D | 48 |
| R | 4,239 | 3 | 15 | D | 48 |
| ST | 4,009 | 2 | 8 | D | 48 |
| Mean | 5,660.5 | 6.3 | 22.6 | | 48 |
| Median | 4,781 | 4 | 21 | | 48 |

TABLE 13
CHIEF SCHOOL ADMINISTRATORS
1971-72

| AGE LY RSHIP | YEARS OF THIS JOB | EXPERIENCE TOTAL | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|----------------------|---------------------|---------------------------|---------------|----------|--------------------|
| 290.5 | 1 | 21 | D | 48 | \$39,000 | \$2,000 |
| 584 | 4 | 26 | D | 48 | \$34,000 | \$2,500 |
| 835 | 5 | 25 | D | 48 | \$33,750 | \$1,750 |
| 885.5 | 24 | 45 | D | 48 | \$32,340 | \$3,540 |
| 781 | 5 | 18 | D | 48 | \$30,500 | \$3,000 |
| 239 | 3 | 15 | D | 48 | \$29,000 | \$4,000 |
| 009 | 2 | 8 | D | 48 | \$26,000 | \$3,000 |
| 660.5 | 6.3 | 22.6 | | 48 | \$32,013 | \$2,827 |
| 781 | 4 | 21 | | 48 | \$32,340 | \$3,000 |

TABLE 14
ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES, 1971-72

| SCHOOL DISTRICT | JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS |
|--------------------|--------------------------------------|---------------------|-------|---------------------------|---------------|
| | | THIS JOB | TOTAL | | |
| LM | Deputy Superintendent | 1 | 12 | D | 48 |
| W-S | Assistant Superintendent | 11 | 26.5 | D | 48 |
| H | Assistant Superintendent | 8 | 42 | M + 20 | 48 |
| LM | Asst. to Supt. for Instruct. Serv. | 3 | 14 | M + | 48 |
| C | Director--Curriculum & Research | 0 | 14 | D | 48 |
| LM | Asst. Supt. for Admin. Services | 9 | 23 | M + 30 | 48 |
| LM | Asst. to Supt. for Personnel | 0 | 10 | M + 30 | 48 |
| ST | Asst. Supt. for Curriculum | 11 | 19 | D | 48 |
| C | Asst. to Supt. for Instruction | 5 | 19 | M + 36 | 48 |
| R | Deputy Superintendent | 1 | 12 | M + 70 | 48 |
| LM | Director--Personnel | 5 | 22 | M + 30 | 48 |
| C | Director--Pupil Personnel Services | 2 | 19 | M + 67 | 48 |
| LM | Director--Pupil Personnel Services | 1 | 20 | M | 48 |
| H | Asst. to Supt. for Curr. Development | 4 | 11 | D | 48 |
| H | Asst. to Supt. | 4 | 16 | D | 48 |
| W-S | Director--Personnel | 5 | 32.5 | M | 48 |
| W-S | Director--Pupil Personnel Services | 3 | 33 | B | 48 |
| H | Asst. to Supt. for Federal Projects | 2.8 | 22 | M | 48 |
| L-A | Elementary Supervisor | 13 | 22 | M | 40 |
| ST | Director--Elementary Education | 19 | 41 | M | 48 |
| ST | Admin. Asst. to Supt. | 4 | 33 | M | 48 |
| R | Assistant Superintendent | 0 | 0 | MRA | 48 |
| R | Assistant Superintendent | 1 | 8 | M | 48 |
| R | Assistant Superintendent | 1 | 5 | D | 48 |
| LM | Admin. Assistant--Elementary | 2 | 13 | B + | 40 |
| ST | Admin. Asst. to Elem. Prin. | 0 | 0 | M | 44.2 |
| Mean | | 4.5 | 18.8 | | 47.9 |
| Median | | 3 | 19.0 | | 48 |

TABLE 14

ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES, 1971-72

| JOB OR DESCRIPTION | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|-----------------------------|---------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| Superintendent | 1 | 12 | D | 48 | \$31,500 | \$1,500 |
| Asst. Superintendent | 11 | 26.5 | D | 48 | \$28,500 | \$2,000 |
| Asst. Superintendent | 8 | 42 | M + 20 | 48 | \$27,000 | \$2,175 |
| Supt. for Instruct. Serv. | 3 | 14 | M + | 48 | \$25,200 | \$2,000 |
| --Curriculum & Research | 0 | 14 | D | 48 | \$25,000 | N.P. |
| Asst. for Admin. Services | 9 | 23 | M + 30 | 48 | \$24,300 | \$2,000 |
| Supt. for Personnel | 0 | 10 | M + 30 | 48 | \$24,000 | N.P. |
| Asst. for Curriculum | 11 | 19 | D | 48 | \$24,000 | \$2,500 |
| Supt. for Instruction | 5 | 19 | M + 36 | 48 | \$23,545 | \$1,745 |
| Superintendent | 1 | 12 | M + 70 | 48 | \$23,000 | \$5,000 |
| --Personnel | 5 | 22 | M + 30 | 48 | \$22,485 | \$1,985 |
| --Pupil Personnel Services | 2 | 19 | M + 67 | 48 | \$21,600 | \$1,600 |
| --Pupil Personnel Services | 1 | 20 | M | 48 | \$21,000 | \$1,000 |
| Supt. for Curr. Development | 4 | 11 | D | 48 | \$20,000 | \$1,550 |
| Supt. | 4 | 16 | D | 48 | \$19,750 | \$1,675 |
| --Personnel | 5 | 32.5 | M | 48 | \$19,500 | \$ 700 |
| --Pupil Personnel Services | 3 | 33 | B | 48 | \$19,200 | 0 |
| Supt. for Federal Projects | 2.8 | 22 | M | 48 | \$19,000 | \$ 660 |
| Curriculum Supervisor | 13 | 22 | M | 40 | \$18,563 | \$2,269 |
| --Elementary Education | 19 | 41 | M | 48 | \$18,500 | \$1,500 |
| Asst. to Supt. | 4 | 33 | M | 48 | \$18,000 | \$1,500 |
| Asst. Superintendent | 0 | 0 | MBA | 48 | \$17,500 | N.P. |
| Asst. Superintendent | 1 | 8 | M | 48 | \$17,000 | \$3,000 |
| Asst. Superintendent | 1 | 5 | D | 48 | \$15,000 | \$1,500 |
| Assistant--Elementary | 2 | 13 | B + | 40 | \$14,270 | \$1,728 |
| Asst. to Elem. Prin. | 0 | 0 | M | 44.2 | \$14,000 | N.P. |
| Mean | 4.5 | 18.8 | | 47.9 | \$21,208 | \$1,582 |
| Median | 3 | 19.0 | | 48 | \$20,500 | \$1,550 |

TABLE 15
ASSISTANTS FOR BUSINESS SERVICE
1971-72

| SCHOOL DISTRICT | JOB TITLE OR DESCRIPTION | YEARS OF EXPERIENCE THIS JOB | OF EXPERIENCE TOTAL | EDUCATIONAL ATTAINMENT |
|-----------------|--------------------------------------|------------------------------|---------------------|------------------------|
| LM | Secretary of the Board | 9 | 21 | M. + 30 |
| C | Asst. to Supt. for Business | 8 | 25 | M + 24 |
| ST | Asst. to Supt. for Business | 11 | 17 | M + 30 |
| LM | Director--Buildings & Grounds | 25 | 25 | B |
| W-S | Director--Finance | 6 | 8 | M |
| H | Asst. to Supt. for School Business | 9.4 | 33 | M |
| H | Admin. Asst. for School Business | 5.2 | 38 | M + 30 |
| W-S | Director--Facilities | 1 | 1 | M |
| L-A | Business Manager/Board Secretary | 13 | 29.5 | |
| LM | Director--Transportation | 3 | 3 | |
| LM | Director--Supplies & Custodial Serv. | 4 | 4 | |
| L-A | Admin. Asst. for Buildings & Grounds | 0 | 15 | |
| ST | Director--Accts. & Purchases | 5 | 23 | B |
| ST | Director--Plant Operations | 6 | 34 | B |
| ST | Director--Maintenance | 18 | 41 | B |
| ST | Director--Transportation | 7 | 31 | |
| ST | Director--Food Services | 4 | 10 | B |
| Mean | | 8.3 | 22.4 | |
| Median | | 6 | 23 | |

TABLE 15

ENTS FOR BUSINESS SERVICE

1971-72

| YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|------------------------|------|---------------------------|---------------|----------|--------------------|
| THIS JOB-TOTAL | | | | | |
| 9 | 21 | M + 30 | 48 | \$28,500 | \$2,000 |
| 8 | 25 | M + 24 | 48 | \$24,840 | \$1,840 |
| 11 | 17 | M + 30 | 48 | \$23,500 | \$2,700 |
| 25 | 25 | B | 48 | \$23,000 | \$2,000 |
| 6 | 8 | M | 48 | \$21,000 | \$1,500 |
| 9.4 | 33 | M | 48 | \$19,130 | 0 |
| 5.2 | 38 | M + 30 | 48 | \$17,750 | \$ 270 |
| 1 | 1 | M | 48 | \$16,200 | \$1,200 |
| 13 | 29.5 | | 48 | \$15,680 | \$1,313 |
| 3 | 3 | | 49 | \$14,000 | \$1,500 |
| 4 | 4 | | 49 | \$13,500 | \$1,500 |
| 0 | 15 | | 48 | \$13,000 | N. P. |
| 5 | 23 | B | 49 | \$12,800 | \$1,100 |
| 6 | 34 | B | 48 | \$12,350 | \$1,150 |
| 18 | 41 | B | 48 | \$12,000 | 0 |
| 7 | 31 | | 48 | \$11,500 | \$1,000 |
| 4 | 10 | B | 44.2 | \$11,000 | \$1,300 |
| 8.3 | 22.4 | | 47.9 | \$17,044 | \$1,198 |
| 6 | 23 | | 48 | \$15,680 | \$1,300 |

TABLE 16
SECONDARY SCHOOL PRINCIPALS, 1971-72

| SCHOOL DISTRICT | SCHOOL CATEGORY | SPAN OF GRADES | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT |
|-----------------|-----------------|----------------|---------------------|-------|------------------------|
| | | | THIS JOB | TOTAL | |
| C | Senior H.S. | 10-12 | 18 | 38 | D |
| LM | Senior H.S. | 10-12 | 5 | 18 | M + 30 |
| C | Junior H.S. | 7-9 | 18 | 38 | D |
| LM | Senior H.S. | 10-12 | 3 | 19 | D |
| L-A | Senior-Junior | 7-12 | 7 | 27.5 | M + 30 |
| C | Junior H.S. | 7-9 | 6 | 21 | D |
| LM | Junior H. S. | 7-9 | 13 | 23 | D |
| R | Junior H. S. | 7-9 | 15 | 35 | M + 60 |
| C | Junior H.S. | 7-9 | 3 | 18 | M + 60 |
| LM | Junior H.S. | 7-9 | 15 | 41 | M + 30 |
| H | Senior H.S. | 10-12 | 6 | 20.5 | D |
| ST | Senior H.S. | 10-12 | 0 | 10 | D |
| ST | Junior H.S. | 7-9 | 14 | 20 | M + 30 |
| R | Senior H.S. | 10-12 | 2 | 15 | D |
| ST | Junior H.S. | 7-9 | 3 | 22 | M |
| W-S | Senior H.S. | 10-12 | 3 | 22 | M |
| W-S | Senior-Junior | 7-12 | 3 | 18 | M |
| H | Junior H.S. | 7-9 | 3 | 11 | M + 30 |
| LM | Junior H.S. | 7-9 | 0 | 7 | M + 30 |
| W-S | Middle School | | 18 | 36 | M |
| Mean | | | 7.8 | 22.5 | |
| Median | | | 5.5 | 20.8 | |

TABLE 16

SECONDARY SCHOOL PRINCIPALS, 1971-72

| YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|---------------------|-------|---------------------------|---------------|----------|--------------------|
| THIS JOB | TOTAL | | | | |
| 18 | 38 | D | 48 | \$26,530 | \$1,200 |
| 5 | 18 | M + 30 | 43 | \$25,532 | \$2,000 |
| 18 | 38 | D | 48 | \$25,538 | \$2,194 |
| 3 | 19 | D | 43 | \$25,002 | \$2,000 |
| 7 | 27.5 | M + 30 | 48 | \$24,900 | \$3,723 |
| 6 | 21 | D | 48 | \$24,633 | \$1,389 |
| 13 | 23 | D | 43 | \$23,518 | \$2,000 |
| 15 | 35 | M + 60 | 48 | \$23,142 | \$2,260 |
| 3 | 18 | M + 60 | 48 | \$23,055 | \$1,740 |
| 15 | 41 | M + 30 | 43 | \$22,988 | \$2,000 |
| 6 | 20.5 | D | 48 | \$22,500 | \$ 670 |
| 0 | 10 | D | 48 | \$22,000 | N.P. |
| 14 | 20 | M + 30 | 48 | \$21,350 | \$2,100 |
| 2 | 15 | D | 48 | \$21,036 | \$2,068 |
| 3 | 22 | M | 48 | \$19,700 | \$1,900 |
| 3 | 22 | M | 48 | \$19,700 | \$ 700 |
| 3 | 18 | M | 48 | \$19,500 | \$1,500 |
| 3 | 11 | M + 30 | 48 | \$19,000 | \$1,445 |
| 0 | 7 | M + 30 | 48 | \$18,000 | N.P. |
| 18 | 36 | M | 48 | \$17,400 | \$ 900 |
| 7.8 | 22.5 | | 47.9 | \$22,246 | \$1,590 |
| 5.5 | 20.8 | | 48 | \$22,744 | \$1,820 |

TABLE 17
SECONDARY SCHOOL ASSISTANTS
1971-72

| SCHOOL DISTRICT | SCHOOL CATEGORY | SPAN OF GRADES | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS |
|-----------------|-----------------|----------------|---------------------|-------|------------------------|------------|
| | | | THIS JOB | TOTAL | | |
| C | Senior H.S. | 10-12 | 21 | 25 | M + 40 | 48 |
| LM | Senior H.S. | 10-12 | 3 | 14 | M + 60 | 41 |
| C | Senior H.S. | 10-12 | 2 | 22 | M + 26 | 40 |
| LM | Senior H.S. | 10-12 | 11 | 35 | M + 30 | 40 |
| LM | Junior H.S. | 7-9 | 13 | 42 | M + 60 | 40 |
| C | Junior H.S. | 7-9 | 5 | 13 | M + 61 | 40 |
| C | Senior H.S. | 10-12 | 7 | 18 | M + 24 | 40 |
| LM | Senior H.S. | 10-12 | 7 | 22 | M + 30 | 40 |
| LM | Senior H.S. | 10-12 | 2 | 10 | M | 41 |
| LM | Junior H.S. | 7-9 | 0 | 7 | D | 40 |
| LM | Senior H.S. | 10-12 | 5 | 18 | M | 40 |
| H | Senior H.S. | 10-12 | 2 | 16 | M + 30 | 48 |
| C | Junior H.S. | 7-9 | 2 | 24 | M + 25 | 40 |
| L-A | Senior-Junior | 7-12 | 0 | 11.5 | M + 70 | 48 |
| L-A | Senior-Junior | 7-12 | 12 | 34 | M | 40 |
| ST | Senior H.S. | 10-12 | 1 | 15 | D | 44.2 |
| R | Senior H.S. | 10-12 | 8 | 24 | M + 60 | 48 |
| LM | Junior H.S. | 7-9 | 1 | 15 | M | 40 |
| LM | Junior H.S. | 7-9 | 0 | 27 | M | 40 |
| ST | Senior H.S. | 10-12 | 2 | 8 | M | 48 |
| H | Senior H.S. | 10-12 | 3.5 | 16 | M + 30 | 48 |
| C | Senior H.S. | 10-12 | 2 | 13 | M + 12 | 40 |

CONTINUED

TABLE 17

SECONDARY SCHOOL ASSISTANTS

1971-72

| YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE | |
|------------------------|-------|---------------------------|---------------|----------|--------------------|-----|
| THIS JOB | TOTAL | | | | | |
| 21 | 25 | M + 40 | 48 | \$21,465 | \$1,620 | * |
| 3 | 14 | M + 60 | 41 | \$19,931 | \$1,911 | |
| 2 | 22 | M + 26 | 40 | \$19,354 | \$2,366 | *** |
| 11 | 35 | M + 30 | 40 | \$19,295 | \$1,990 | |
| 13 | 42 | M + 60 | 40 | \$18,897 | \$1,937 | |
| 5 | 13 | M + 61 | 40 | \$18,810 | \$2,200 | *** |
| 7 | 18 | M + 24 | 40 | \$18,354 | \$1,368 | *** |
| 7 | 22 | M + 30 | 40 | \$18,330 | \$1,900 | |
| 2 | 10 | M | 41 | \$18,047 | \$1,882 | |
| 0 | 7 | D | 40 | \$18,000 | N. P. | |
| 5 | 18 | M | 40 | \$17,863 | \$1,963 | |
| 2 | 16 | M + 30 | 48 | \$17,750 | \$1,120 | |
| 2 | 24 | M + 25 | 40 | \$17,710 | \$1,320 | *** |
| 0 | 11.5 | M + 70 | 48 | \$17,685 | N. P. | |
| 12 | 34 | M | 40 | \$17,615 | \$2,285 | |
| 1 | 15 | D | 44.2 | \$17,600 | \$1,600 | |
| 8 | 24 | M + 60 | 48 | \$17,568 | \$1,080 | |
| 1 | 15 | M | 40 | \$17,542 | \$1,942 | |
| 0 | 27 | M | 40 | \$17,500 | N. P. | |
| 2 | 8 | M | 48 | \$17,300 | \$3,300 | |
| 3.5 | 16 | M + 30 | 48 | \$17,250 | \$1,285 | |
| 2 | 13 | M + 12 | 40 | \$16,815 | \$2,291 | *** |

CONTINUED

TABLE 17 (Continued)
SECONDARY SCHOOL ASSISTANTS, 1971-72

| SCHOOL DISTRICT | SCHOOL CATEGORY | SPAN OF GRADES | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORKING WEEK |
|-----------------|-----------------|----------------|---------------------|-------|------------------------|--------------|
| | | | THIS JOB | TOTAL | | |
| C | Senior H.S. | 10-12 | 2 | 13 | M + 12 | 40 |
| R | Senior H.S. | 10-12 | 3 | 11 | M + 40 | 48 |
| H | Senior H.S. | 10-12 | 4 | 22 | M | 48 |
| ST | Junior H.S. | 7-9 | 1 | 14 | M | 44. |
| H | Junior H.S. | 7-9 | 2 | 16 | M + 30 | 48 |
| H | Junior H.S. | 7-9 | 1 | 36.5 | M + 30 | 48 |
| ST | Junior H.S. | 7-9 | 1 | 27 | M | 44. |
| LM | Junior H.S. | 7-9 | 1 | 9 | M + 30 | 40 |
| LM | Junior H.S. | 7-9 | 4 | 37 | B | 40 |
| R | Junior H.S. | 7-9 | 0 | 19 | B + 40 | 48 |
| R | Junior H.S. | 7-9 | 0 | 9.5 | M | 48 |
| H | Junior H.S. | 7-9 | 3 | 13 | M | 48 |
| C | Junior H.S. | 7-9 | 2 | 11 | M | 40 |
| C | Senior H.S. | 10-12 | 2 | 7 | M + 31 | 40 |
| Mean | | | 3.9 | 19.3 | | 43. |
| Median | | | 2 | 16 | | 40 |

* Teaches .2 of a day.

***It should be noted that all assistants in the Cheltenham Township School District

TABLE 17 (Continued)

SECONDARY SCHOOL ASSISTANTS, 1971-72

| THIS JOB | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|----------|---------------------|-------|------------------------|------------|----------|-----------------|
| | | TOTAL | | | | |
| 2 | | 13 | M + 12 | 40 | \$16,815 | \$2,291 *** |
| 3 | | 11 | M + 40 | 48 | \$16,678 | \$1,640 |
| 4 | | 22 | M | 48 | \$16,500 | \$1,080 |
| 1 | | 14 | M | 44.2 | \$16,100 | \$2,900 |
| 2 | | 16 | M + 30 | 48 | \$16,000 | \$ 830 |
| 1 | | 36.5 | M + 30 | 48 | \$16,000 | \$1,090 |
| 1 | | 27 | M | 44.2 | \$15,850 | \$2,840 |
| 1 | | 9 | M + 30 | 40 | \$15,295 | \$1,795 |
| 4 | | 37 | B | 40 | \$15,095 | \$ 520 |
| 0 | | 19 | B + 40 | 48 | \$15,000 | N.P. |
| 0 | | 9.5 | M | 48 | \$14,500 | N.P. |
| 3 | | 13 | M | 48 | \$14,500 | \$ 915 |
| 2 | | 11 | M | 40 | \$14,225 | \$1,135 *** |
| 2 | | 7 | M + 31 | 40 | \$12,825 | \$ 877 *** |
| 3.9 | | 19.3 | | 43.2 | \$17,124 | \$1,522 |
| 2 | | 16 | | 40 | \$17,542 | \$1,600 |

nts in the Cheltenham Township School District teach 1/3 of a day.

TABLE 18
ELEMENTARY SCHOOL PRINCIPALS
1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|------------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| C | 6 | 22 | M + 45 | 48 | \$22,578 | \$1,851 |
| LM | 6 | 23 | M + 60 | 40 | \$22,274 | \$ 756 |
| C | 15 | 31 | M + 48 | 48 | \$22,260 | \$1,680 |
| C | 3 | 15 | M + 36 | 48 | \$21,927 | \$1,200 |
| C | 4 | 22 | M + 35 | 48 | \$21,726 | \$1,986 |
| C | 28 | 37 | M + 28 | 48 | \$21,420 | \$1,680 |
| R | 6 | 25 | M + 60 | 48 | \$21,173 | \$1,690 |
| LM | 5 | 20 | M + 30 | 40 | \$21,066 | \$1,986 |
| LM | 8 | 36 | M + 30 | 40 | \$21,066 | \$1,986 |
| H | 25 | 46 | M + 30 | 48 | \$21,000 | \$ 860 |
| C | 4 | 22 | M + 43 | 48 | \$20,988 | \$ 408 |
| LM | 12 | 40 | M + | 40 | \$20,499 | \$1,949 |
| LM | 5 | 11 | M | 40 | \$20,499 | \$1,949 |
| LM | 20 | 34 | M | 40 | \$20,499 | \$1,949 |
| LM | 3 | 13 | D | 40 | \$20,499 | \$1,949 |
| C | 4 | 22 | M + 36 | 48 | \$19,885 | \$ 407 |
| R | 14 | 34 | M + 60 | 48 | \$19,800 | \$1,690 |

CONTINUED

TABLE 18 (Continued)
ELEMENTARY SCHOOL PRINCIPALS, 1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|------------------------|-------|---------------------------|---------------|-------------|--------------------|
| | THIS JOB | TOTAL | | | | |
| H | 18 | 22 | M | 48 | \$19,500 | \$1,005 |
| R | 0 | 15 | M + 60 | 48 | \$19,000 | N.P. |
| H | 20 | 24 | M | 48 | \$18,500 | \$ 515 |
| L-A | 12 | 20.5 | M + 30 | 40 | \$18,275 | \$3,058 |
| H | 9 | 21 | M | 48 | \$18,000 | \$ 630 |
| ST | 10 | 21 | M | 44.2 | \$17,900 | \$1,550 |
| LM | 1 | 9 | M + 30 | 40 | \$17,863 | \$1,963 |
| ST | 0 | 12 | M + 30 | 44.2 | \$17,800 | N.P. |
| L-A | 6 | 14 | M + 15 | 40 | \$17,777.50 | \$3,645.50 |
| LM | 0 | 9 | M + 15 | 40 | \$17,296 | N.P. |
| W-S | 1 | 8 | M | 48 | \$17,200 | \$1,200 |
| W-S | 6 | 12 | M + 15 | 48 | \$17,200 | \$1,200 |
| ST | 6 | 23 | M + 30 | 44.2 | \$17,100 | \$1,600 |
| LM | 0 | 10 | M + 15 | 40 | \$17,000 | N.P. |
| H | 2 | 11 | M | 48 | \$17,000 | \$ 925 |
| R | 15 | 35 | M + 60 | 48 | \$16,978 | 0 |
| L-A | 2 | 11.5 | M + 30 | 40 | \$16,506 | \$3,288 |

CONTINUED

TABLE 18 (Continued)
ELEMENTARY SCHOOL PRINCIPALS, 1971-72

| SCHOOL DISTRICT | YEARS OF EXPERIENCE | | EDUCATIONAL ATTAINMENT | WORK WEEKS | SALARY | SALARY INCREASE |
|--------------------|------------------------|-------|---------------------------|---------------|----------|--------------------|
| | THIS JOB | TOTAL | | | | |
| H | 5 | 20 | M + 30 | 48 | \$16,000 | \$1,190 |
| W-S | 0 | 6 | M + 15 | 48 | \$16,000 | N.P. |
| H | 9 | 14 | M | 48 | \$15,805 | \$1,755 |
| W-S | 0 | 10.5 | M + 30 | 48 | \$15,500 | N.P. |
| H | 1 | 8 | M | 48 | \$13,200 | \$1,200 |
| Mean | 7.5 | 20.2 | | 45 | \$18,886 | \$1,300.01 |
| Median | 6 | 20 | | 48 | \$18,500 | \$1,200 |

TABLE 19
MEAN SALARIES OF ADMINISTRATORS AND SUP
1971-72

| SCHOOL DISTRICT | CHIEF SCHOOL ADMINISTRATOR | ASSISTANT'S GENERAL INSTRUCTIONAL SERVICES | ASSISTANTS BUSINESS SERVICES | SE PR |
|--------------------|----------------------------------|---|------------------------------------|----------|
| C | \$34,000 | \$23,382 | \$24,840 | \$24 |
| H | 33,750 | 21,438 | 18,440 | 20 |
| L-A | 32,340 | 18,563 | 14,340 | 24 |
| LM | 39,000 | 23,251 | 19,750 | 23 |
| R | 29,000 | 18,125 | | 22 |
| ST | 26,000 | 18,625 | 13,858 | 21 |
| W-S | 30,500 | 22,400 | 18,600 | 18 |
| Mean | 32,013 | 21,208 | 17,044 | 22 |

TABLE 19

SALARIES OF ADMINISTRATORS AND SUPERVISORS

1971-72

| PERSONAL | ASSISTANTS BUSINESS SERVICES | SECONDARY PRINCIPALS | SECONDARY ASSISTANTS | ELEMENTARY PRINCIPALS |
|----------|------------------------------------|-------------------------|-------------------------|--------------------------|
| | \$24,840 | \$24,939 | \$17,375 | \$21,541 |
| | 18,440 | 20,750 | 16,333 | 17,376 |
| | 14,340 | 24,900 | 17,650 | 17,520 |
| | 19,750 | 23,008 | 17,800 | 19,856 |
| | | 22,089 | 15,936 | 19,238 |
| | 13,858 | 21,017 | 16,712 | 17,600 |
| | 18,600 | 18,633 | | 16,475 |
| | 17,044 | 22,246 | 17,124 | 18,886 |